

Nonparametric Correlations

Notes

Output Created		27-FEB-2023 11:36:22
Comments		
Input	Data	C:\Users\ayesh\OneDrive\Desktop\2023-02-18-Survey-analysis.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	28
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.

Notes

Syntax

NONPAR CORR

/VARIABLES=Q1_3_comm
unity_urban_rural
Q1_5_workwithhealthorg_
OHT
Q1_5_workwithhealthorg_P
HO

Q1_5_workwithhealthorg_I
RCC
Q1_5_workwithhealthorg_P
HU
Q1_5_workwithhealthorg_o
ther

Q1_9_age_lessequal_40
Q1_9_age41_60
Q1_9_age_equal_61_or mo
re Q1_10_gender_male
Q1_10_gender_female
Q1_10_gender_other
Q1_11_language_french
Q1_11_language_Yoruba
Q1_11_language_Polish
Q1_11_language_Serbian
Q1_11_language_Bangla_
bengali
Q1_11_language_Punjabi

Q1_11_language_Tibetan
Q1_11_language_hungaria
n
Q1_11_language_Tigrinya
Q1_11_language_Creole

Q1_11_language_Icelandic
Q1_11_language_Arabic
Q1_11_language_Tagalog
Q1_11_language_Croatian

Q1_11_language_Portugue
se Q1_11_language_Dari
Q1_11_language_Spanish
Q1_11_language_Hindi

Q1_11_language_Gujarati
Q1_11_language_Mandari
n
Q1_11_language_Amharic
Q1_11_language_Italian
Q1_11_language_Tamil
Q1_11_language_twi
Q1_11_language_wolof
Q1_11_language_igbo

Q1_11_language_Armenia
n
Q1_11_language_ukrainian
Q1_11_language_slaviclan
guages

Notes

Resources	Processor Time	00:00:00.31
	Elapsed Time	00:00:00.25
	Number of Cases Allowed	43092 cases ^a

a. Based on availability of workspace memory

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

Correlations

		Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Does your LIP work with organizations in the healthcare space. Ontario Health Teams
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	1.000
		Sig. (2-tailed)	.
		N	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	-.340
		Sig. (2-tailed)	.077
		N	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	.136
		Sig. (2-tailed)	.490
		N	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	-.422*
		Sig. (2-tailed)	.025
		N	28

Correlations

			Does your LIP work with organizations in the healthcare space. Public Health Ontario	Does your LIP work with organizations in the healthcare space. IRCC
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	.136	-.422*
		Sig. (2-tailed)	.490	.025
		N	28	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.247	.314
		Sig. (2-tailed)	.205	.104
		N	28	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	1.000	.217
		Sig. (2-tailed)	.	.266
		N	28	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	.217	1.000
		Sig. (2-tailed)	.266	.
		N	28	28

Correlations

			Does your LIP work with organizations in the healthcare space. Public Health Unit	Does your LIP work with organizations in the healthcare space. Other
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	.067	-.139
		Sig. (2-tailed)	.734	.482
		N	28	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.234	.204
		Sig. (2-tailed)	.231	.298
		N	28	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	.190	.295
		Sig. (2-tailed)	.332	.128
		N	28	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	-.190	-.088
		Sig. (2-tailed)	.332	.654
		N	28	28

Correlations

			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): 41 to 60
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	-.283	-.195
		Sig. (2-tailed)	.153	.331
		N	27	27
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.395*	.073
		Sig. (2-tailed)	.041	.719
		N	27	27
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	.169	-.317
		Sig. (2-tailed)	.401	.107
		N	27	27
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	.184	-.271
		Sig. (2-tailed)	.357	.172
		N	27	27

Correlations

			Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Gender of LIP staff (place an "x" beside all options that apply): male
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	.059	-.120
		Sig. (2-tailed)	.771	.543
		N	27	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.175	.072
		Sig. (2-tailed)	.381	.717
		N	27	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	.411 [*]	.093
		Sig. (2-tailed)	.033	.637
		N	27	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	.082	.280
		Sig. (2-tailed)	.685	.149
		N	27	28

Correlations

			Gender of LIP staff (place an "x" beside all options that apply): female	Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	.	-.295
		Sig. (2-tailed)	.	.127
		N	28	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.	.179
		Sig. (2-tailed)	.	.362
		N	28	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	.	-.090
		Sig. (2-tailed)	.	.650
		N	28	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	.	.090
		Sig. (2-tailed)	.	.650
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	.017	.056
		Sig. (2-tailed)	.933	.776
		N	28	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	-.126	-.207
		Sig. (2-tailed)	.523	.291
		N	28	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	-.121	-.090
		Sig. (2-tailed)	.539	.650
		N	28	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	-.078	.090
		Sig. (2-tailed)	.692	.650
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	-.295	-.172
		Sig. (2-tailed)	.127	.381
		N	28	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.179	.258
		Sig. (2-tailed)	.362	.185
		N	28	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	-.090	-.129
		Sig. (2-tailed)	.650	.512
		N	28	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	.090	.129
		Sig. (2-tailed)	.650	.512
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	-.425*	-.172
		Sig. (2-tailed)	.024	.381
		N	28	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.258	-.020
		Sig. (2-tailed)	.185	.920
		N	28	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	-.129	.233
		Sig. (2-tailed)	.512	.233
		N	28	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	.129	.129
		Sig. (2-tailed)	.512	.512
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	-.295	.056
		Sig. (2-tailed)	.127	.776
		N	28	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.179	-.207
		Sig. (2-tailed)	.362	.291
		N	28	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	-.090	-.090
		Sig. (2-tailed)	.650	.650
		N	28	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	.090	-.413*
		Sig. (2-tailed)	.650	.029
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	-.295	-.172
		Sig. (2-tailed)	.127	.381
		N	28	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.179	.258
		Sig. (2-tailed)	.362	.185
		N	28	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	-.090	.233
		Sig. (2-tailed)	.650	.233
		N	28	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	.090	.129
		Sig. (2-tailed)	.650	.512
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	-.295	.127
		Sig. (2-tailed)	.127	.519
		N	28	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.179	.137
		Sig. (2-tailed)	.362	.487
		N	28	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	-.090	-.016
		Sig. (2-tailed)	.650	.935
		N	28	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	.090	-.211
		Sig. (2-tailed)	.650	.281
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	.056	.056
		Sig. (2-tailed)	.776	.776
		N	28	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.179	.179
		Sig. (2-tailed)	.362	.362
		N	28	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	.413 [*]	-.090
		Sig. (2-tailed)	.029	.650
		N	28	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	.090	.090
		Sig. (2-tailed)	.650	.650
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	-.172	.056
		Sig. (2-tailed)	.381	.776
		N	28	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.258	-.207
		Sig. (2-tailed)	.185	.291
		N	28	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	-.129	-.090
		Sig. (2-tailed)	.512	.650
		N	28	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	.129	.090
		Sig. (2-tailed)	.512	.650
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	-.324	-.204
		Sig. (2-tailed)	.092	.297
		N	28	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.137	.060
		Sig. (2-tailed)	.487	.761
		N	28	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	-.243	.270
		Sig. (2-tailed)	.212	.165
		N	28	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	.243	-.026
		Sig. (2-tailed)	.212	.895
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	-.172	-.110
		Sig. (2-tailed)	.381	.579
		N	28	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.258	.322
		Sig. (2-tailed)	.185	.094
		N	28	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	.233	.140
		Sig. (2-tailed)	.233	.477
		N	28	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	.129	.162
		Sig. (2-tailed)	.512	.412
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	-.295	-.295
		Sig. (2-tailed)	.127	.127
		N	28	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.179	.179
		Sig. (2-tailed)	.362	.362
		N	28	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	-.090	-.090
		Sig. (2-tailed)	.650	.650
		N	28	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	.090	.090
		Sig. (2-tailed)	.650	.650
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	-.295	-.295
		Sig. (2-tailed)	.127	.127
		N	28	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.179	.179
		Sig. (2-tailed)	.362	.362
		N	28	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	-.090	-.090
		Sig. (2-tailed)	.650	.650
		N	28	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	.090	.090
		Sig. (2-tailed)	.650	.650
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	-.295	.056
		Sig. (2-tailed)	.127	.776
		N	28	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.179	-.207
		Sig. (2-tailed)	.362	.291
		N	28	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	-.090	-.090
		Sig. (2-tailed)	.650	.650
		N	28	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	.090	.090
		Sig. (2-tailed)	.650	.650
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	-.295	.056
		Sig. (2-tailed)	.127	.776
		N	28	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.179	.179
		Sig. (2-tailed)	.362	.362
		N	28	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	-.090	-.090
		Sig. (2-tailed)	.650	.650
		N	28	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	.090	-.413*
		Sig. (2-tailed)	.650	.029
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Staff region of origin or birth (place an "x" beside all options that apply): africa
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	-.295	-.218
		Sig. (2-tailed)	.127	.266
		N	28	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	-.207	-.126
		Sig. (2-tailed)	.291	.523
		N	28	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	-.090	-.121
		Sig. (2-tailed)	.650	.539
		N	28	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	.090	.121
		Sig. (2-tailed)	.650	.539
		N	28	28

Correlations

			Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	Staff region of origin or birth (place an "x" beside all options that apply): canada
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	-.283	.067
		Sig. (2-tailed)	.144	.734
		N	28	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.041	.234
		Sig. (2-tailed)	.835	.231
		N	28	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	-.054	-.076
		Sig. (2-tailed)	.786	.700
		N	28	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	.269	.076
		Sig. (2-tailed)	.166	.700
		N	28	28

Correlations

			Staff region of origin or birth (place an "x" beside all options that apply): asia	Staff region of origin or birth (place an "x" beside all options that apply): europe
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	-.010	-.283
		Sig. (2-tailed)	.958	.144
		N	28	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.292	.372
		Sig. (2-tailed)	.131	.051
		N	28	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	.314	-.054
		Sig. (2-tailed)	.104	.786
		N	28	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	.060	.054
		Sig. (2-tailed)	.761	.786
		N	28	28

Correlations

			Staff region of origin or birth (place an "x" beside all options that apply): oceania	Staff region of origin or birth (place an "x" beside all options that apply): other
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

			Knowledge about issues that affect the health of immigrants/new comers (e.g., major causes of disease and death) via credible sources (e.g., professional bodies, peer-reviewed research)	Understand major social and economic environmental factors that impact access to and quality of health services within your community (e.g., education, income, social support, physical environment) and how these factors can influence immigrant health
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	-.596**	-.484**
		Sig. (2-tailed)	<.001	.009
		N	28	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.467*	.515**
		Sig. (2-tailed)	.012	.005
		N	28	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	.174	-.014
		Sig. (2-tailed)	.377	.945
		N	28	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	.211	.082
		Sig. (2-tailed)	.282	.678
		N	28	28

Correlations

			Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Describe how cultural context influences perceptions of health and disease
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	-.399 [*]	-.220
		Sig. (2-tailed)	.035	.260
		N	28	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.520 ^{**}	.380 [*]
		Sig. (2-tailed)	.005	.046
		N	28	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	.317	-.038
		Sig. (2-tailed)	.100	.848
		N	28	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	.106	-.158
		Sig. (2-tailed)	.592	.421
		N	28	28

Correlations

			Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e. g., Ministries, departments, corporations)
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	-.195	-.060
		Sig. (2-tailed)	.321	.762
		N	28	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.500 **	.529 **
		Sig. (2-tailed)	.007	.004
		N	28	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	.115	.256
		Sig. (2-tailed)	.561	.188
		N	28	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	-.217	.189
		Sig. (2-tailed)	.267	.335
		N	28	28

Correlations

			Skills in policy analysis and policy development for immigrant access to healthcare services	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	-.155	-.182
		Sig. (2-tailed)	.430	.364
		N	28	27
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.513 **	.569 **
		Sig. (2-tailed)	.005	.002
		N	28	27
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	.222	.186
		Sig. (2-tailed)	.255	.353
		N	28	27
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	.216	.212
		Sig. (2-tailed)	.269	.289
		N	28	27

Correlations

			Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	-.201	-.198
		Sig. (2-tailed)	.316	.312
		N	27	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.632 **	.733 **
		Sig. (2-tailed)	<.001	<.001
		N	27	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	.146	.318
		Sig. (2-tailed)	.467	.099
		N	27	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	.229	.267
		Sig. (2-tailed)	.251	.169
		N	27	28

Correlations

			Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Develop approaches to gain access to immigrant communities served
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	-.224	-.117
		Sig. (2-tailed)	.251	.555
		N	28	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.604 **	.481 **
		Sig. (2-tailed)	<.001	.010
		N	28	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	.364	-.119
		Sig. (2-tailed)	.057	.547
		N	28	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	.390 *	.169
		Sig. (2-tailed)	.040	.390
		N	28	28

Correlations

			Demonstrate diplomacy and build trust with community partners working in the health sector	Skills to build coalitions to work collectively on access to healthcare issues
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	-.174	-.259
		Sig. (2-tailed)	.375	.184
		N	28	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.502 **	.491 **
		Sig. (2-tailed)	.007	.008
		N	28	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	.153	.291
		Sig. (2-tailed)	.437	.133
		N	28	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	.236	.349
		Sig. (2-tailed)	.226	.069
		N	28	28

Correlations

			Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	-.012	.134
		Sig. (2-tailed)	.950	.498
		N	28	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.377*	.294
		Sig. (2-tailed)	.048	.130
		N	28	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	.415*	.127
		Sig. (2-tailed)	.028	.518
		N	28	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	.191	-.127
		Sig. (2-tailed)	.329	.518
		N	28	28

Correlations

			Skills for knowledge brokering	Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibili ties and expertise represented by other groups that work in the healthcare space
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	-.180	.006
		Sig. (2-tailed)	.360	.977
		N	28	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.317	.362
		Sig. (2-tailed)	.100	.058
		N	28	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	.138	.295
		Sig. (2-tailed)	.485	.128
		N	28	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	.039	-.088
		Sig. (2-tailed)	.843	.654
		N	28	28

Correlations

			Apply leadership practices that support collaboration and team effectiveness	Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	-.017	-.124
		Sig. (2-tailed)	.933	.531
		N	28	28
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.433 [*]	.458 [*]
		Sig. (2-tailed)	.021	.014
		N	28	28
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	.121	-.006
		Sig. (2-tailed)	.539	.974
		N	28	28
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	-.121	.128
		Sig. (2-tailed)	.539	.516
		N	28	28

Correlations

			Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Plan, implement, and evaluate an access to healthcare program
Spearman's rho	Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Correlation Coefficient	.021	-.055
		Sig. (2-tailed)	.919	.795
		N	26	25
	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	Correlation Coefficient	.260	.221
		Sig. (2-tailed)	.199	.289
		N	26	25
	Does your LIP work with organizations in the healthcare space. Public Health Ontario	Correlation Coefficient	-.142	.045
		Sig. (2-tailed)	.489	.832
		N	26	25
	Does your LIP work with organizations in the healthcare space. IRCC	Correlation Coefficient	-.171	-.065
		Sig. (2-tailed)	.402	.757
		N	26	25

Correlations

		Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	.067	.234
		Sig. (2-tailed)	.734	.231
		N	28	28
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	-.139	.204
		Sig. (2-tailed)	.482	.298
		N	28	28
	Age ranges of LIP staff (place an “x” beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	-.283	.395*
		Sig. (2-tailed)	.153	.041
		N	27	27
	Age ranges of LIP staff (place an “x” beside all options that apply): 41 to 60	Correlation Coefficient	-.195	.073
		Sig. (2-tailed)	.331	.719
		N	27	27
	Age ranges of LIP staff (place an “x” beside all options that apply): equal to 61 or more	Correlation Coefficient	.059	.175
		Sig. (2-tailed)	.771	.381
		N	27	27
	Gender of LIP staff (place an “x” beside all options that apply): male	Correlation Coefficient	-.120	.072
		Sig. (2-tailed)	.543	.717
		N	28	28
	Gender of LIP staff (place an “x” beside all options that apply): female	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

			Does your LIP work with organizations in the healthcare space. Public Health Ontario	Does your LIP work with organizations in the healthcare space. IRCC
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	.190	-.190
		Sig. (2-tailed)	.332	.332
		N	28	28
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	.295	-.088
		Sig. (2-tailed)	.128	.654
		N	28	28
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	.169	.184
		Sig. (2-tailed)	.401	.357
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	-.317	-.271
		Sig. (2-tailed)	.107	.172
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	.411 [*]	.082
		Sig. (2-tailed)	.033	.685
		N	27	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	.093	.280
		Sig. (2-tailed)	.637	.149
		N	28	28
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

			Does your LIP work with organizations in the healthcare space. Public Health Unit	Does your LIP work with organizations in the healthcare space. Other
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	1.000	-.032
		Sig. (2-tailed)	.	.870
		N	28	28
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	-.032	1.000
		Sig. (2-tailed)	.870	.
		N	28	28
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	.184	.029
		Sig. (2-tailed)	.357	.887
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	.186	.112
		Sig. (2-tailed)	.353	.579
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	.082	.127
		Sig. (2-tailed)	.685	.527
		N	27	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	-.204	.316
		Sig. (2-tailed)	.297	.101
		N	28	28
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

			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): 41 to 60
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	.184	.186
		Sig. (2-tailed)	.357	.353
		N	27	27
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	.029	.112
		Sig. (2-tailed)	.887	.579
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	1.000	-.229
		Sig. (2-tailed)	.	.250
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	-.229	1.000
		Sig. (2-tailed)	.250	.
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	.069	.127
		Sig. (2-tailed)	.731	.527
		N	27	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	.367	-.301
		Sig. (2-tailed)	.060	.128
		N	27	27
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	27	27

Correlations

		Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Gender of LIP staff (place an "x" beside all options that apply): male
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	.082
		Sig. (2-tailed)	.685
		N	27
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	.127
		Sig. (2-tailed)	.527
		N	27
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	.069
		Sig. (2-tailed)	.731
		N	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	.127
		Sig. (2-tailed)	.527
		N	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	1.000
		Sig. (2-tailed)	.
		N	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	-.204
		Sig. (2-tailed)	.309
		N	27
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	27

Correlations

		Gender of LIP staff (place an "x" beside all options that apply): female	Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	.079
		Sig. (2-tailed)	.691
		N	28
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	-.304
		Sig. (2-tailed)	.115
		N	28
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	.069
		Sig. (2-tailed)	.731
		N	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	.127
		Sig. (2-tailed)	.527
		N	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	-.038
		Sig. (2-tailed)	.849
		N	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	-.192
		Sig. (2-tailed)	.327
		N	28
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	-.156	-.471*
		Sig. (2-tailed)	.428	.011
		N	28	28
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	-.411*	-.304
		Sig. (2-tailed)	.030	.115
		N	28	28
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	.250	.069
		Sig. (2-tailed)	.209	.731
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	.115	-.302
		Sig. (2-tailed)	.569	.125
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	.277	-.038
		Sig. (2-tailed)	.161	.849
		N	27	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	-.229	.192
		Sig. (2-tailed)	.240	.327
		N	28	28
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	.079	-.283
		Sig. (2-tailed)	.691	.144
		N	28	28
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	.122	.175
		Sig. (2-tailed)	.537	.372
		N	28	28
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	.069	.100
		Sig. (2-tailed)	.731	.620
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	.127	-.126
		Sig. (2-tailed)	.527	.531
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	-.038	-.055
		Sig. (2-tailed)	.849	.783
		N	27	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	.192	.277
		Sig. (2-tailed)	.327	.153
		N	28	28
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	.113	.113
		Sig. (2-tailed)	.566	.566
		N	28	28
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	.175	.175
		Sig. (2-tailed)	.372	.372
		N	28	28
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	.100	.100
		Sig. (2-tailed)	.620	.620
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	.184	-.126
		Sig. (2-tailed)	.359	.531
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	-.055	-.055
		Sig. (2-tailed)	.783	.783
		N	27	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	.000	.277
		Sig. (2-tailed)	1.000	.153
		N	28	28
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	.079	.079
		Sig. (2-tailed)	.691	.691
		N	28	28
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	.122	.122
		Sig. (2-tailed)	.537	.537
		N	28	28
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	.069	.
		Sig. (2-tailed)	.731	.
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	.127	.
		Sig. (2-tailed)	.527	.
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	-.038	.
		Sig. (2-tailed)	.849	.
		N	27	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	.192	-.192
		Sig. (2-tailed)	.327	.327
		N	28	28
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	.079	.113
		Sig. (2-tailed)	.691	.566
		N	28	28
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	.122	.175
		Sig. (2-tailed)	.537	.372
		N	28	28
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	.069	.100
		Sig. (2-tailed)	.731	.620
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	.127	.184
		Sig. (2-tailed)	.527	.359
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	-.038	-.055
		Sig. (2-tailed)	.849	.783
		N	27	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	.192	.000
		Sig. (2-tailed)	.327	1.000
		N	28	28
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	.079	.213
		Sig. (2-tailed)	.691	.276
		N	28	28
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	.122	.330
		Sig. (2-tailed)	.537	.086
		N	28	28
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	.069	.169
		Sig. (2-tailed)	.731	.401
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	.127	.309
		Sig. (2-tailed)	.527	.116
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	-.038	.411*
		Sig. (2-tailed)	.849	.033
		N	27	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	.192	.000
		Sig. (2-tailed)	.327	1.000
		N	28	28
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	.079	-.471*
		Sig. (2-tailed)	.691	.011
		N	28	28
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	.122	.122
		Sig. (2-tailed)	.537	.537
		N	28	28
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	.069	.069
		Sig. (2-tailed)	.731	.731
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	.127	-.302
		Sig. (2-tailed)	.527	.125
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	-.038	-.038
		Sig. (2-tailed)	.849	.849
		N	27	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	-.192	.192
		Sig. (2-tailed)	.327	.327
		N	28	28
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	-.283	.079
		Sig. (2-tailed)	.144	.691
		N	28	28
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	-.132	.122
		Sig. (2-tailed)	.505	.537
		N	28	28
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	.100	.069
		Sig. (2-tailed)	.620	.731
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	-.126	.127
		Sig. (2-tailed)	.531	.527
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	-.055	-.038
		Sig. (2-tailed)	.783	.849
		N	27	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	.277	.192
		Sig. (2-tailed)	.153	.327
		N	28	28
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	-.036	.190
		Sig. (2-tailed)	.858	.332
		N	28	28
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	-.055	.295
		Sig. (2-tailed)	.781	.128
		N	28	28
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	.189	.147
		Sig. (2-tailed)	.345	.463
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	.347	-.186
		Sig. (2-tailed)	.076	.353
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	-.105	-.082
		Sig. (2-tailed)	.603	.685
		N	27	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	.174	-.093
		Sig. (2-tailed)	.376	.637
		N	28	28
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	.113	.141
		Sig. (2-tailed)	.566	.473
		N	28	28
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	.175	-.037
		Sig. (2-tailed)	.372	.854
		N	28	28
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	.100	.125
		Sig. (2-tailed)	.620	.534
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	-.126	-.029
		Sig. (2-tailed)	.531	.887
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	-.055	-.069
		Sig. (2-tailed)	.783	.731
		N	27	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	.000	.346
		Sig. (2-tailed)	1.000	.071
		N	28	28
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	.079	.079
		Sig. (2-tailed)	.691	.691
		N	28	28
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	-.304	-.304
		Sig. (2-tailed)	.115	.115
		N	28	28
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	.069	.069
		Sig. (2-tailed)	.731	.731
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	.127	.127
		Sig. (2-tailed)	.527	.527
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	-.038	-.038
		Sig. (2-tailed)	.849	.849
		N	27	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	-.192	-.192
		Sig. (2-tailed)	.327	.327
		N	28	28
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	.079	.079
		Sig. (2-tailed)	.691	.691
		N	28	28
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	-.304	-.304
		Sig. (2-tailed)	.115	.115
		N	28	28
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	.069	.069
		Sig. (2-tailed)	.731	.731
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	.127	.127
		Sig. (2-tailed)	.527	.527
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	-.038	-.038
		Sig. (2-tailed)	.849	.849
		N	27	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	-.192	-.192
		Sig. (2-tailed)	.327	.327
		N	28	28
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	.079	.079
		Sig. (2-tailed)	.691	.691
		N	28	28
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	-.304	-.304
		Sig. (2-tailed)	.115	.115
		N	28	28
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	.069	.069
		Sig. (2-tailed)	.731	.731
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	.127	-.302
		Sig. (2-tailed)	.527	.125
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	-.038	-.038
		Sig. (2-tailed)	.849	.849
		N	27	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	-.192	-.192
		Sig. (2-tailed)	.327	.327
		N	28	28
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	.079	.079
		Sig. (2-tailed)	.691	.691
		N	28	28
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	.122	.122
		Sig. (2-tailed)	.537	.537
		N	28	28
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	.069	.069
		Sig. (2-tailed)	.731	.731
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	.127	.127
		Sig. (2-tailed)	.527	.527
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	-.038	-.038
		Sig. (2-tailed)	.849	.849
		N	27	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	-.192	-.192
		Sig. (2-tailed)	.327	.327
		N	28	28
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Staff region of origin or birth (place an "x" beside all options that apply): africa
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	.079
		Sig. (2-tailed)	.691
		N	28
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	.122
		Sig. (2-tailed)	.537
		N	28
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	.069
		Sig. (2-tailed)	.731
		N	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	.127
		Sig. (2-tailed)	.527
		N	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	-.038
		Sig. (2-tailed)	.849
		N	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	.192
		Sig. (2-tailed)	.327
		N	28
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28

Correlations

			Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	Staff region of origin or birth (place an "x" beside all options that apply): canada
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	-.236	.125
		Sig. (2-tailed)	.227	.526
		N	28	28
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	.183	-.032
		Sig. (2-tailed)	.352	.870
		N	28	28
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	-.060	-.125
		Sig. (2-tailed)	.767	.534
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	.384 [*]	.287
		Sig. (2-tailed)	.048	.147
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	-.116	.069
		Sig. (2-tailed)	.564	.731
		N	27	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	.247	.000
		Sig. (2-tailed)	.204	1.000
		N	28	28
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

			Staff region of origin or birth (place an "x" beside all options that apply): asia	Staff region of origin or birth (place an "x" beside all options that apply): europe
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	.380*	.000
		Sig. (2-tailed)	.046	1.000
		N	28	28
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	.430*	.000
		Sig. (2-tailed)	.022	1.000
		N	28	28
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	.316	.189
		Sig. (2-tailed)	.108	.345
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	.091	.152
		Sig. (2-tailed)	.653	.450
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	.219	.367
		Sig. (2-tailed)	.272	.060
		N	27	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	.358	-.247
		Sig. (2-tailed)	.061	.204
		N	28	28
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

			Staff region of origin or birth (place an "x" beside all options that apply): oceania	Staff region of origin or birth (place an "x" beside all options that apply): other
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	27	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

		Knowledge about issues that affect the health of immigrants/new comers (e.g., major causes of disease and death) via credible sources (e.g., professional bodies, peer-reviewed research)	Understand major social and economic environmental factors that impact access to and quality of health services within your community (e.g., education, income, social support, physical environment) and how these factors can influence immigrant health	
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	.231	.090
		Sig. (2-tailed)	.238	.649
		N	28	28
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	.105	.255
		Sig. (2-tailed)	.595	.190
		N	28	28
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	.203	.267
		Sig. (2-tailed)	.311	.179
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	.134	-.031
		Sig. (2-tailed)	.506	.880
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	.229	.148
		Sig. (2-tailed)	.250	.462
		N	27	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	-.019	.189
		Sig. (2-tailed)	.924	.336
		N	28	28
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

		Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Describe how cultural context influences perceptions of health and disease
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	.449*
		Sig. (2-tailed)	.017
		N	28
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	.422*
		Sig. (2-tailed)	.025
		N	28
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	.178
		Sig. (2-tailed)	.373
		N	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	.089
		Sig. (2-tailed)	.658
		N	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	.243
		Sig. (2-tailed)	.222
		N	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	.048
		Sig. (2-tailed)	.810
		N	28
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28

Correlations

			Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e. g., Ministries, departments, corporations)
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	.092	.000
		Sig. (2-tailed)	.640	1.000
		N	28	28
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	.230	.191
		Sig. (2-tailed)	.239	.329
		N	28	28
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	.134	.040
		Sig. (2-tailed)	.505	.842
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	.228	.039
		Sig. (2-tailed)	.253	.848
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	.053	.200
		Sig. (2-tailed)	.795	.316
		N	27	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	-.083	-.037
		Sig. (2-tailed)	.674	.850
		N	28	28
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

			Skills in policy analysis and policy development for immigrant access to healthcare services	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	.263	.225
		Sig. (2-tailed)	.176	.260
		N	28	27
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	.153	.085
		Sig. (2-tailed)	.437	.672
		N	28	27
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	.000	-.042
		Sig. (2-tailed)	1.000	.838
		N	27	26
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	-.054	.012
		Sig. (2-tailed)	.788	.955
		N	27	26
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	.039	.294
		Sig. (2-tailed)	.845	.144
		N	27	26
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	.078	.050
		Sig. (2-tailed)	.692	.805
		N	28	27
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	27

Correlations

			Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	.167	.105
		Sig. (2-tailed)	.406	.597
		N	27	28
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	.124	.405 [*]
		Sig. (2-tailed)	.538	.033
		N	27	28
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	-.008	.050
		Sig. (2-tailed)	.968	.804
		N	26	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	-.035	.057
		Sig. (2-tailed)	.867	.776
		N	26	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	.263	.194
		Sig. (2-tailed)	.195	.331
		N	26	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	.114	.049
		Sig. (2-tailed)	.573	.805
		N	27	28
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	27	28

Correlations

			Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Develop approaches to gain access to immigrant communities served
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	-.072	.130
		Sig. (2-tailed)	.714	.509
		N	28	28
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	.275	-.080
		Sig. (2-tailed)	.157	.687
		N	28	28
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	-.062	.165
		Sig. (2-tailed)	.760	.410
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	-.146	.000
		Sig. (2-tailed)	.469	1.000
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	.147	.179
		Sig. (2-tailed)	.466	.373
		N	27	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	.203	.249
		Sig. (2-tailed)	.301	.201
		N	28	28
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

			Demonstrate diplomacy and build trust with community partners working in the health sector	Skills to build coalitions to work collectively on access to healthcare issues
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	.122	.191
		Sig. (2-tailed)	.537	.330
		N	28	28
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	.189	.296
		Sig. (2-tailed)	.337	.126
		N	28	28
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	.250	.246
		Sig. (2-tailed)	.209	.216
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	.057	-.020
		Sig. (2-tailed)	.776	.920
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	.139	.115
		Sig. (2-tailed)	.490	.569
		N	27	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	.298	.445*
		Sig. (2-tailed)	.123	.018
		N	28	28
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

			Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	.049	.139
		Sig. (2-tailed)	.805	.479
		N	28	28
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	.200	.054
		Sig. (2-tailed)	.307	.785
		N	28	28
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	.067	.230
		Sig. (2-tailed)	.738	.249
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	-.035	.038
		Sig. (2-tailed)	.863	.851
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	.168	.138
		Sig. (2-tailed)	.401	.494
		N	27	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	.088	.195
		Sig. (2-tailed)	.656	.320
		N	28	28
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

			Skills for knowledge brokering	Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibili ties and expertise represented by other groups that work in the healthcare space
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	.452 [*]	.194
		Sig. (2-tailed)	.016	.323
		N	28	28
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	.233	.475 [*]
		Sig. (2-tailed)	.232	.011
		N	28	28
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	.060	.287
		Sig. (2-tailed)	.765	.147
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	.059	-.066
		Sig. (2-tailed)	.769	.744
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	-.157	.127
		Sig. (2-tailed)	.433	.527
		N	27	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	-.105	.158
		Sig. (2-tailed)	.593	.422
		N	28	28
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

			Apply leadership practices that support collaboration and team effectiveness	Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	-.062	-.063
		Sig. (2-tailed)	.752	.750
		N	28	28
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	.411 [*]	.033
		Sig. (2-tailed)	.030	.869
		N	28	28
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	.000	-.067
		Sig. (2-tailed)	1.000	.741
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	.057	.069
		Sig. (2-tailed)	.776	.733
		N	27	27
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	.139	-.069
		Sig. (2-tailed)	.490	.731
		N	27	27
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	-.076	-.059
		Sig. (2-tailed)	.699	.766
		N	28	28
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

			Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Plan, implement, and evaluate an access to healthcare program
	Does your LIP work with organizations in the healthcare space. Public Health Unit	Correlation Coefficient	.531**	.374
		Sig. (2-tailed)	.005	.065
		N	26	25
	Does your LIP work with organizations in the healthcare space. Other	Correlation Coefficient	-.134	.064
		Sig. (2-tailed)	.514	.761
		N	26	25
	Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	Correlation Coefficient	-.009	-.110
		Sig. (2-tailed)	.964	.600
		N	26	25
	Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	Correlation Coefficient	.121	.230
		Sig. (2-tailed)	.555	.268
		N	26	25
	Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Correlation Coefficient	.322	.076
		Sig. (2-tailed)	.109	.718
		N	26	25
	Gender of LIP staff (place an "x" beside all options that apply): male	Correlation Coefficient	-.259	.060
		Sig. (2-tailed)	.201	.777
		N	26	25
	Gender of LIP staff (place an "x" beside all options that apply): female	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	26	25

Correlations

		Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Does your LIP work with organizations in the healthcare space. Ontario Health Teams
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	Correlation Coefficient	-.295	.179
	Sig. (2-tailed)	.127	.362
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.017	-.126
	Sig. (2-tailed)	.933	.523
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.056	-.207
	Sig. (2-tailed)	.776	.291
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.295	.179
	Sig. (2-tailed)	.127	.362
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.172	.258
	Sig. (2-tailed)	.381	.185
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.425*	.258
	Sig. (2-tailed)	.024	.185
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.172	-.020
	Sig. (2-tailed)	.381	.920
	N	28	28

Correlations

		Does your LIP work with organizations in the healthcare space. Public Health Ontario	Does your LIP work with organizations in the healthcare space. IRCC
	Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	Correlation Coefficient	-.090
		Sig. (2-tailed)	.650
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.121
		Sig. (2-tailed)	.539
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.090
		Sig. (2-tailed)	.650
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.090
		Sig. (2-tailed)	.650
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.129
		Sig. (2-tailed)	.512
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.129
		Sig. (2-tailed)	.512
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.233
		Sig. (2-tailed)	.233
		N	28

Correlations

		Does your LIP work with organizations in the healthcare space. Public Health Unit	Does your LIP work with organizations in the healthcare space. Other
	Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	Correlation Coefficient	.079
		Sig. (2-tailed)	.691
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.156
		Sig. (2-tailed)	.428
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.471 [*]
		Sig. (2-tailed)	.011
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.079
		Sig. (2-tailed)	.691
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.283
		Sig. (2-tailed)	.144
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.113
		Sig. (2-tailed)	.566
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.113
		Sig. (2-tailed)	.566
		N	28

Correlations

		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): 41 to 60	
	Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	Correlation Coefficient	.069	.127
		Sig. (2-tailed)	.731	.527
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.250	.115
		Sig. (2-tailed)	.209	.569
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.069	-.302
		Sig. (2-tailed)	.731	.125
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.069	.127
		Sig. (2-tailed)	.731	.527
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.100	-.126
		Sig. (2-tailed)	.620	.531
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.100	.184
		Sig. (2-tailed)	.620	.359
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.100	-.126
		Sig. (2-tailed)	.620	.531
		N	27	27

Correlations

		Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Gender of LIP staff (place an "x" beside all options that apply): male
	Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	Correlation Coefficient	-.038
		Sig. (2-tailed)	.849
		N	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.277
		Sig. (2-tailed)	.161
		N	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.038
		Sig. (2-tailed)	.849
		N	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.038
		Sig. (2-tailed)	.849
		N	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.055
		Sig. (2-tailed)	.783
		N	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.055
		Sig. (2-tailed)	.783
		N	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.055
		Sig. (2-tailed)	.783
		N	27

Correlations

		Gender of LIP staff (place an "x" beside all options that apply): female	Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe
	Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	Correlation Coefficient	. 1.000
		Sig. (2-tailed)	. .
		N	28 28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	. .280
		Sig. (2-tailed)	. .150
		N	28 28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	. -.037
		Sig. (2-tailed)	. .852
		N	28 28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	. -.037
		Sig. (2-tailed)	. .852
		N	28 28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	. -.053
		Sig. (2-tailed)	. .787
		N	28 28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	. -.053
		Sig. (2-tailed)	. .787
		N	28 28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	. -.053
		Sig. (2-tailed)	. .787
		N	28 28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	Correlation Coefficient	.280	-.037
	Sig. (2-tailed)	.150	.852
	N	28	28
	Correlation Coefficient	1.000	.280
	Sig. (2-tailed)	.	.150
	N	28	28
	Correlation Coefficient	.280	1.000
	Sig. (2-tailed)	.150	.
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.132	-.037
	Sig. (2-tailed)	.502	.852
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.191	-.053
	Sig. (2-tailed)	.331	.787
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.106	-.053
	Sig. (2-tailed)	.591	.787
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.191	-.053
	Sig. (2-tailed)	.331	.787
	N	28	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English	
	Gender of LIP staff (place an “x” beside all options that apply): other, prefer to self-describe	Correlation Coefficient	-.037	-.053
		Sig. (2-tailed)	.852	.787
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.132	-.191
		Sig. (2-tailed)	.502	.331
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037	-.053
		Sig. (2-tailed)	.852	.787
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000	.694**
		Sig. (2-tailed)	.	<.001
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.694**	1.000
		Sig. (2-tailed)	<.001	.
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.694**	.462*
		Sig. (2-tailed)	<.001	.013
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.694**	.462*
		Sig. (2-tailed)	<.001	.013
		N	28	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.106
		Sig. (2-tailed)	.591
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.694**
		Sig. (2-tailed)	<.001
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.462*
		Sig. (2-tailed)	.013
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.462*
		Sig. (2-tailed)	.013
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.132
		Sig. (2-tailed)	.502
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.694**
		Sig. (2-tailed)	<.001
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.694**
		Sig. (2-tailed)	<.001
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.694**
		Sig. (2-tailed)	<.001
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English	
	Gender of LIP staff (place an “x” beside all options that apply): other, prefer to self-describe	Correlation Coefficient	-.037	-.053
		Sig. (2-tailed)	.852	.787
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.132	-.191
		Sig. (2-tailed)	.502	.331
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037	-.053
		Sig. (2-tailed)	.852	.787
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000**	.694**
		Sig. (2-tailed)	.	<.001
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.694**	.462*
		Sig. (2-tailed)	<.001	.013
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.694**	.462*
		Sig. (2-tailed)	<.001	.013
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.694**	.462*
		Sig. (2-tailed)	<.001	.013
		N	28	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.132
		Sig. (2-tailed)	.502
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.694**
		Sig. (2-tailed)	<.001
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.694**
		Sig. (2-tailed)	<.001
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.694**
		Sig. (2-tailed)	<.001
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.132
		Sig. (2-tailed)	.502
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.694 **
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.191
		Sig. (2-tailed)	.331
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.462 [*]
		Sig. (2-tailed)	.013
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.077
		Sig. (2-tailed)	.697
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.077
		Sig. (2-tailed)	.697
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.013
		Sig. (2-tailed)	.946
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.145
		Sig. (2-tailed)	.462
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.145
		Sig. (2-tailed)	.462
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.145
		Sig. (2-tailed)	.462
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English	
	Gender of LIP staff (place an “x” beside all options that apply): other, prefer to self-describe	Correlation Coefficient	-.053	-.067
		Sig. (2-tailed)	.787	.736
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.191	-.238
		Sig. (2-tailed)	.331	.222
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053	-.067
		Sig. (2-tailed)	.787	.736
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053	-.067
		Sig. (2-tailed)	.787	.736
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.077	-.096
		Sig. (2-tailed)	.697	.627
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.077	-.096
		Sig. (2-tailed)	.697	.627
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.077	-.096
		Sig. (2-tailed)	.697	.627
		N	28	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	Correlation Coefficient	1.000 **	1.000 **
	Sig. (2-tailed)	.	.
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.280	.280
	Sig. (2-tailed)	.150	.150
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037	-.037
	Sig. (2-tailed)	.852	.852
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037	-.037
	Sig. (2-tailed)	.852	.852
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053	-.053
	Sig. (2-tailed)	.787	.787
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053	-.053
	Sig. (2-tailed)	.787	.787
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053	-.053
	Sig. (2-tailed)	.787	.787
	N	28	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	Correlation Coefficient	1.000 **	1.000 **
	Sig. (2-tailed)	.	.
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.280	.280
	Sig. (2-tailed)	.150	.150
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037	-.037
	Sig. (2-tailed)	.852	.852
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037	-.037
	Sig. (2-tailed)	.852	.852
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053	-.053
	Sig. (2-tailed)	.787	.787
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053	-.053
	Sig. (2-tailed)	.787	.787
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053	-.053
	Sig. (2-tailed)	.787	.787
	N	28	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.280
		Sig. (2-tailed)	.150
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.280
		Sig. (2-tailed)	.150
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.694 **
		Sig. (2-tailed)	<.001
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Staff region of origin or birth (place an "x" beside all options that apply): africa
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	Correlation Coefficient	-.037	.280
	Sig. (2-tailed)	.852	.150
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.132	.345
	Sig. (2-tailed)	.502	.072
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037	.280
	Sig. (2-tailed)	.852	.150
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037	.280
	Sig. (2-tailed)	.852	.150
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053	.106
	Sig. (2-tailed)	.787	.591
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053	.106
	Sig. (2-tailed)	.787	.591
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053	.106
	Sig. (2-tailed)	.787	.591
	N	28	28

Correlations

		Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	Staff region of origin or birth (place an "x" beside all options that apply): canada
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	Correlation Coefficient	-.111	.079
	Sig. (2-tailed)	.574	.691
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.221	.062
	Sig. (2-tailed)	.259	.752
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.111	.079
	Sig. (2-tailed)	.574	.691
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.333	.079
	Sig. (2-tailed)	.083	.691
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.160	.113
	Sig. (2-tailed)	.416	.566
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.160	.113
	Sig. (2-tailed)	.416	.566
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.160	.113
	Sig. (2-tailed)	.416	.566
	N	28	28

Correlations

		Staff region of origin or birth (place an "x" beside all options that apply): asia	Staff region of origin or birth (place an "x" beside all options that apply): europe
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	Correlation Coefficient	-.179	.333
	Sig. (2-tailed)	.362	.083
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.334	.309
	Sig. (2-tailed)	.082	.110
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.179	-.111
	Sig. (2-tailed)	.362	.574
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.207	.333
	Sig. (2-tailed)	.291	.083
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.020	.480**
	Sig. (2-tailed)	.920	.010
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.020	.480**
	Sig. (2-tailed)	.920	.010
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.298	.160
	Sig. (2-tailed)	.124	.416
	N	28	28

Correlations

		Staff region of origin or birth (place an "x" beside all options that apply): oceania	Staff region of origin or birth (place an "x" beside all options that apply): other
	Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28

Correlations

			Knowledge about issues that affect the health of immigrants/new comers (e.g., major causes of disease and death) via credible sources (e.g., professional bodies, peer-reviewed research)	Understand major social and economic environmental factors that impact access to and quality of health services within your community (e.g., education, income, social support, physical environment) and how these factors can influence immigrant health
	Gender of LIP staff (place an “x” beside all options that apply): other, prefer to self-describe	Correlation Coefficient	.230	.141
		Sig. (2-tailed)	.238	.473
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.010	-.135
		Sig. (2-tailed)	.959	.494
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.051	.141
		Sig. (2-tailed)	.796	.473
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.230	.141
		Sig. (2-tailed)	.238	.473
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.129	.204
		Sig. (2-tailed)	.513	.299
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.332	.204
		Sig. (2-tailed)	.084	.299
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.332	.204
		Sig. (2-tailed)	.084	.299
		N	28	28

Correlations

		Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Describe how cultural context influences perceptions of health and disease	
	Gender of LIP staff (place an “x” beside all options that apply): other, prefer to self-describe	Correlation Coefficient	.244	-.078
		Sig. (2-tailed)	.211	.691
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.107	.005
		Sig. (2-tailed)	.588	.979
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.269	.235
		Sig. (2-tailed)	.166	.228
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.244	.235
		Sig. (2-tailed)	.211	.228
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.148	.339
		Sig. (2-tailed)	.453	.077
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.351	.339
		Sig. (2-tailed)	.067	.077
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.351	.113
		Sig. (2-tailed)	.067	.567
		N	28	28

Correlations

		Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e. g., Ministries, departments, corporations)	
	Gender of LIP staff (place an “x” beside all options that apply): other, prefer to self-describe	Correlation Coefficient	.261	.201
		Sig. (2-tailed)	.179	.304
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.025	.055
		Sig. (2-tailed)	.901	.781
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.050	.201
		Sig. (2-tailed)	.801	.304
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.050	-.038
		Sig. (2-tailed)	.801	.849
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.224	.118
		Sig. (2-tailed)	.251	.550
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.224	.118
		Sig. (2-tailed)	.251	.550
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.072	.118
		Sig. (2-tailed)	.717	.550
		N	28	28

Correlations

		Skills in policy analysis and policy development for immigrant access to healthcare services	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	
	Gender of LIP staff (place an “x” beside all options that apply): other, prefer to self-describe	Correlation Coefficient	.261	.290
		Sig. (2-tailed)	.180	.142
		N	28	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.321	.033
		Sig. (2-tailed)	.096	.871
		N	28	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.050	.079
		Sig. (2-tailed)	.802	.695
		N	28	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.050	.079
		Sig. (2-tailed)	.802	.695
		N	28	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.072	.114
		Sig. (2-tailed)	.718	.571
		N	28	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.072	.266
		Sig. (2-tailed)	.718	.179
		N	28	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.224	.114
		Sig. (2-tailed)	.253	.571
		N	28	27

Correlations

			Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community
	Gender of LIP staff (place an “x” beside all options that apply): other, prefer to self-describe	Correlation Coefficient	.261	.197
		Sig. (2-tailed)	.188	.315
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.049	-.110
		Sig. (2-tailed)	.810	.579
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.065	-.131
		Sig. (2-tailed)	.746	.505
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.065	-.131
		Sig. (2-tailed)	.746	.505
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.094	.047
		Sig. (2-tailed)	.640	.811
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.236	.047
		Sig. (2-tailed)	.237	.811
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.057	-.189
		Sig. (2-tailed)	.779	.334
		N	27	28

Correlations

		Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Develop approaches to gain access to immigrant communities served	
	Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	Correlation Coefficient	.150	.181
		Sig. (2-tailed)	.446	.357
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.266	.149
		Sig. (2-tailed)	.172	.450
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.150	.181
		Sig. (2-tailed)	.446	.357
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.150	.181
		Sig. (2-tailed)	.446	.357
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.216	.261
		Sig. (2-tailed)	.269	.180
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.216	.261
		Sig. (2-tailed)	.269	.180
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.216	-.056
		Sig. (2-tailed)	.269	.778
		N	28	28

Correlations

			Demonstrate diplomacy and build trust with community partners working in the health sector	Skills to build coalitions to work collectively on access to healthcare issues
	Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self- describe	Correlation Coefficient	.143	.120
		Sig. (2-tailed)	.466	.543
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.034	-.095
		Sig. (2-tailed)	.863	.629
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.143	.120
		Sig. (2-tailed)	.466	.543
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.143	.120
		Sig. (2-tailed)	.466	.543
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.207	.173
		Sig. (2-tailed)	.291	.379
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.207	.173
		Sig. (2-tailed)	.291	.379
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.207	.173
		Sig. (2-tailed)	.291	.379
		N	28	28

Correlations

			Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)
	Gender of LIP staff (place an “x” beside all options that apply): other, prefer to self-describe	Correlation Coefficient	.171	.131
		Sig. (2-tailed)	.384	.505
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.115	.157
		Sig. (2-tailed)	.560	.426
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.171	.131
		Sig. (2-tailed)	.384	.505
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.132	.131
		Sig. (2-tailed)	.504	.505
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.028	.189
		Sig. (2-tailed)	.886	.334
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.028	.189
		Sig. (2-tailed)	.886	.334
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.028	.189
		Sig. (2-tailed)	.886	.334
		N	28	28

Correlations

			Skills for knowledge brokering	Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibili ties and expertise represented by other groups that work in the healthcare space
	Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self- describe	Correlation Coefficient	.203	.122
		Sig. (2-tailed)	.301	.537
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.226	-.073
		Sig. (2-tailed)	.248	.714
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.162	.122
		Sig. (2-tailed)	.409	.537
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.203	-.304
		Sig. (2-tailed)	.301	.115
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.029	-.132
		Sig. (2-tailed)	.883	.505
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.292	-.132
		Sig. (2-tailed)	.131	.505
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.292	-.132
		Sig. (2-tailed)	.131	.505
		N	28	28

Correlations

			Apply leadership practices that support collaboration and team effectiveness	Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being
	Gender of LIP staff (place an “x” beside all options that apply): other, prefer to self-describe	Correlation Coefficient	.132	.251
		Sig. (2-tailed)	.502	.197
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.018	-.032
		Sig. (2-tailed)	.929	.873
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.132	.251
		Sig. (2-tailed)	.502	.197
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.132	.251
		Sig. (2-tailed)	.502	.197
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.191	.362
		Sig. (2-tailed)	.331	.058
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.191	.362
		Sig. (2-tailed)	.331	.058
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.191	.133
		Sig. (2-tailed)	.331	.498
		N	28	28

Correlations

			Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Plan, implement, and evaluate an access to healthcare program
	Gender of LIP staff (place an “x” beside all options that apply): other, prefer to self-describe	Correlation Coefficient	.000	.076
		Sig. (2-tailed)	1.000	.718
		N	26	25
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.235	.012
		Sig. (2-tailed)	.247	.953
		N	26	25
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.000	.076
		Sig. (2-tailed)	1.000	.718
		N	26	25
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.000	.
		Sig. (2-tailed)	1.000	.
		N	26	25
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.221	-.213
		Sig. (2-tailed)	.278	.306
		N	26	25
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.232	.320
		Sig. (2-tailed)	.254	.119
		N	26	25
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.221	.076
		Sig. (2-tailed)	.278	.718
		N	26	25

Correlations

		Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.295	.179
		Sig. (2-tailed)	.127	.362
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.056	-.207
		Sig. (2-tailed)	.776	.291
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.295	.179
		Sig. (2-tailed)	.127	.362
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.172	.258
		Sig. (2-tailed)	.381	.185
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.295	.179
		Sig. (2-tailed)	.127	.362
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.127	.137
		Sig. (2-tailed)	.519	.487
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.056	.179
		Sig. (2-tailed)	.776	.362
		N	28	28

Correlations

			Does your LIP work with organizations in the healthcare space. Public Health Ontario	Does your LIP work with organizations in the healthcare space. IRCC
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.090	.090
		Sig. (2-tailed)	.650	.650
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.090	-.413*
		Sig. (2-tailed)	.650	.029
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.090	.090
		Sig. (2-tailed)	.650	.650
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.233	.129
		Sig. (2-tailed)	.233	.512
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.090	.090
		Sig. (2-tailed)	.650	.650
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.016	-.211
		Sig. (2-tailed)	.935	.281
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.413*	.090
		Sig. (2-tailed)	.029	.650
		N	28	28

Correlations

			Does your LIP work with organizations in the healthcare space. Public Health Unit	Does your LIP work with organizations in the healthcare space. Other
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.079	.122
		Sig. (2-tailed)	.691	.537
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.079	.122
		Sig. (2-tailed)	.691	.537
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.079	.122
		Sig. (2-tailed)	.691	.537
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.113	.175
		Sig. (2-tailed)	.566	.372
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.079	.122
		Sig. (2-tailed)	.691	.537
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.213	.330
		Sig. (2-tailed)	.276	.086
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.079	.122
		Sig. (2-tailed)	.691	.537
		N	28	28

Correlations

		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): 41 to 60	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.069	.127
		Sig. (2-tailed)	.731	.527
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.069	.127
		Sig. (2-tailed)	.731	.527
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.100	.184
		Sig. (2-tailed)	.620	.359
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.069	.127
		Sig. (2-tailed)	.731	.527
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.169	.309
		Sig. (2-tailed)	.401	.116
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.069	.127
		Sig. (2-tailed)	.731	.527
		N	27	27

Correlations

		Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Gender of LIP staff (place an "x" beside all options that apply): male	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.038	.192
		Sig. (2-tailed)	.849	.327
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.	-.192
		Sig. (2-tailed)	.	.327
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.038	.192
		Sig. (2-tailed)	.849	.327
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.055	.000
		Sig. (2-tailed)	.783	1.000
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.038	.192
		Sig. (2-tailed)	.849	.327
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.411 [*]	.000
		Sig. (2-tailed)	.033	1.000
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.038	-.192
		Sig. (2-tailed)	.849	.327
		N	27	28

Correlations

		Gender of LIP staff (place an "x" beside all options that apply): female	Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	. -.037
		Sig. (2-tailed)	. .852
		N	28 28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	. -.037
		Sig. (2-tailed)	. .852
		N	28 28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	. -.037
		Sig. (2-tailed)	. .852
		N	28 28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	. -.053
		Sig. (2-tailed)	. .787
		N	28 28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	. -.037
		Sig. (2-tailed)	. .852
		N	28 28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	. -.101
		Sig. (2-tailed)	. .611
		N	28 28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	. -.037
		Sig. (2-tailed)	. .852
		N	28 28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.132
		Sig. (2-tailed)	.502
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.132
		Sig. (2-tailed)	.502
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.132
		Sig. (2-tailed)	.502
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.191
		Sig. (2-tailed)	.331
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.132
		Sig. (2-tailed)	.502
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.013
		Sig. (2-tailed)	.946
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.132
		Sig. (2-tailed)	.502
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000 **	.694 **
	Sig. (2-tailed)	.	<.001
	N	28	28
	Correlation Coefficient	-.037	-.053
	Sig. (2-tailed)	.852	.787
	N	28	28
	Correlation Coefficient	1.000 **	.694 **
	Sig. (2-tailed)	.	<.001
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.694 **	.462 *
	Sig. (2-tailed)	<.001	.013
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000 **	.694 **
	Sig. (2-tailed)	.	<.001
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101	-.145
	Sig. (2-tailed)	.611	.462
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037	-.053
	Sig. (2-tailed)	.852	.787
	N	28	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.694**
		Sig. (2-tailed)	<.001
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.694**
		Sig. (2-tailed)	<.001
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.462*
		Sig. (2-tailed)	.013
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.694**
		Sig. (2-tailed)	<.001
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.145
		Sig. (2-tailed)	.462
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.694**
		Sig. (2-tailed)	<.001
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000**	.694**
	Sig. (2-tailed)	.	<.001
	N	28	28
	Correlation Coefficient	-.037	-.053
	Sig. (2-tailed)	.852	.787
	N	28	28
	Correlation Coefficient	1.000	.694**
	Sig. (2-tailed)	.	<.001
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.694**	1.000
	Sig. (2-tailed)	<.001	.
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000**	.694**
	Sig. (2-tailed)	.	<.001
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101	-.145
	Sig. (2-tailed)	.611	.462
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037	.694**
	Sig. (2-tailed)	.852	<.001
	N	28	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.694**
		Sig. (2-tailed)	<.001
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.694 **
		Sig. (2-tailed)	<.001
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000
		Sig. (2-tailed)	.
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.077
		Sig. (2-tailed)	.697
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.145
		Sig. (2-tailed)	.462
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.145
		Sig. (2-tailed)	.462
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.152
		Sig. (2-tailed)	.442
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.077
		Sig. (2-tailed)	.697
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.193
		Sig. (2-tailed)	.325
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037	-.037
		Sig. (2-tailed)	.852	.852
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037	-.037
		Sig. (2-tailed)	.852	.852
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037	-.037
		Sig. (2-tailed)	.852	.852
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053	-.053
		Sig. (2-tailed)	.787	.787
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037	-.037
		Sig. (2-tailed)	.852	.852
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101	-.101
		Sig. (2-tailed)	.611	.611
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037	-.037
		Sig. (2-tailed)	.852	.852
		N	28	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Staff region of origin or birth (place an "x" beside all options that apply): africa
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

Correlations

		Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	Staff region of origin or birth (place an "x" beside all options that apply): canada
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.333
		Sig. (2-tailed)	.083
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.111
		Sig. (2-tailed)	.574
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.333
		Sig. (2-tailed)	.083
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.480 **
		Sig. (2-tailed)	.010
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.333
		Sig. (2-tailed)	.083
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.333
		Sig. (2-tailed)	.083
		N	28

Correlations

		Staff region of origin or birth (place an “x” beside all options that apply): asia	Staff region of origin or birth (place an “x” beside all options that apply): europe	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.207	.333
		Sig. (2-tailed)	.291	.083
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.207	.333
		Sig. (2-tailed)	.291	.083
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.207	.333
		Sig. (2-tailed)	.291	.083
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.298	.160
		Sig. (2-tailed)	.124	.416
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.207	.333
		Sig. (2-tailed)	.291	.083
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.561**	.101
		Sig. (2-tailed)	.002	.611
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.207	-.111
		Sig. (2-tailed)	.291	.574
		N	28	28

Correlations

			Staff region of origin or birth (place an "x" beside all options that apply): oceania	Staff region of origin or birth (place an "x" beside all options that apply): other
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

			Knowledge about issues that affect the health of immigrants/new comers (e.g., major causes of disease and death) via credible sources (e.g., professional bodies, peer-reviewed research)	Understand major social and economic environmental factors that impact access to and quality of health services within your community (e.g., education, income, social support, physical environment) and how these factors can influence immigrant health
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.230	.141
		Sig. (2-tailed)	.238	.473
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.051	.141
		Sig. (2-tailed)	.796	.473
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.230	.141
		Sig. (2-tailed)	.238	.473
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.129	-.061
		Sig. (2-tailed)	.513	.758
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.230	.141
		Sig. (2-tailed)	.238	.473
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.012	.217
		Sig. (2-tailed)	.953	.267
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.051	-.226
		Sig. (2-tailed)	.796	.248
		N	28	28

Correlations

		Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Describe how cultural context influences perceptions of health and disease	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.244	.235
		Sig. (2-tailed)	.211	.228
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.038	.235
		Sig. (2-tailed)	.846	.228
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.244	.235
		Sig. (2-tailed)	.211	.228
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.148	.113
		Sig. (2-tailed)	.453	.567
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.244	.235
		Sig. (2-tailed)	.211	.228
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.279	-.071
		Sig. (2-tailed)	.151	.720
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.038	-.078
		Sig. (2-tailed)	.846	.691
		N	28	28

Correlations

		Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e. g., Ministries, departments, corporations)	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.050	-.038
		Sig. (2-tailed)	.801	.849
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.050	-.201
		Sig. (2-tailed)	.801	.304
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.050	-.038
		Sig. (2-tailed)	.801	.849
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.224	.118
		Sig. (2-tailed)	.251	.550
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.050	-.038
		Sig. (2-tailed)	.801	.849
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.130	.256
		Sig. (2-tailed)	.511	.188
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.261	.201
		Sig. (2-tailed)	.179	.304
		N	28	28

Correlations

		Skills in policy analysis and policy development for immigrant access to healthcare services	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.050	.079
		Sig. (2-tailed)	.802	.695
		N	28	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.161	-.145
		Sig. (2-tailed)	.412	.470
		N	28	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.050	.079
		Sig. (2-tailed)	.802	.695
		N	28	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.224	-.048
		Sig. (2-tailed)	.253	.814
		N	28	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.050	.079
		Sig. (2-tailed)	.802	.695
		N	28	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.073	.204
		Sig. (2-tailed)	.712	.308
		N	28	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.261	-.145
		Sig. (2-tailed)	.180	.470
		N	28	27

Correlations

		Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.065	-.131
		Sig. (2-tailed)	.746	.505
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.144	-.131
		Sig. (2-tailed)	.475	.505
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.065	-.131
		Sig. (2-tailed)	.746	.505
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.057	.047
		Sig. (2-tailed)	.779	.811
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.065	-.131
		Sig. (2-tailed)	.746	.505
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.166	.238
		Sig. (2-tailed)	.407	.223
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.144	.197
		Sig. (2-tailed)	.475	.315
		N	27	28

Correlations

		Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Develop approaches to gain access to immigrant communities served	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.150	.181
		Sig. (2-tailed)	.446	.357
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.314	-.090
		Sig. (2-tailed)	.104	.647
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.150	.181
		Sig. (2-tailed)	.446	.357
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.216	-.056
		Sig. (2-tailed)	.269	.778
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.150	.181
		Sig. (2-tailed)	.446	.357
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.056	.123
		Sig. (2-tailed)	.779	.534
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.150	-.258
		Sig. (2-tailed)	.446	.184
		N	28	28

Correlations

			Demonstrate diplomacy and build trust with community partners working in the health sector	Skills to build coalitions to work collectively on access to healthcare issues
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.143	.120
		Sig. (2-tailed)	.466	.543
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.258	-.240
		Sig. (2-tailed)	.185	.219
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.143	.120
		Sig. (2-tailed)	.466	.543
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.207	.173
		Sig. (2-tailed)	.291	.379
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.143	.120
		Sig. (2-tailed)	.466	.543
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.208	.163
		Sig. (2-tailed)	.289	.408
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.143	.120
		Sig. (2-tailed)	.466	.543
		N	28	28

Correlations

		Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.132	.131
		Sig. (2-tailed)	.504	.505
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.132	.131
		Sig. (2-tailed)	.504	.505
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.132	.131
		Sig. (2-tailed)	.504	.505
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.028	.189
		Sig. (2-tailed)	.886	.334
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.132	.131
		Sig. (2-tailed)	.504	.505
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.328	.178
		Sig. (2-tailed)	.089	.364
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.171	.131
		Sig. (2-tailed)	.384	.505
		N	28	28

Correlations

			Skills for knowledge brokering	Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibili ties and expertise represented by other groups that work in the healthcare space
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.203	-.304
		Sig. (2-tailed)	.301	.115
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.203	.122
		Sig. (2-tailed)	.301	.537
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.203	-.304
		Sig. (2-tailed)	.301	.115
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.292	-.132
		Sig. (2-tailed)	.131	.505
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.203	-.304
		Sig. (2-tailed)	.301	.115
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.055	.330
		Sig. (2-tailed)	.781	.086
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.203	.122
		Sig. (2-tailed)	.301	.537
		N	28	28

Correlations

			Apply leadership practices that support collaboration and team effectiveness	Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.132	.251
		Sig. (2-tailed)	.502	.197
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.132	-.066
		Sig. (2-tailed)	.502	.738
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.132	.251
		Sig. (2-tailed)	.502	.197
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.191	.362
		Sig. (2-tailed)	.331	.058
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.132	.251
		Sig. (2-tailed)	.502	.197
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.359	-.036
		Sig. (2-tailed)	.060	.856
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.132	.251
		Sig. (2-tailed)	.502	.197
		N	28	28

Correlations

			Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Plan, implement, and evaluate an access to healthcare program
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.000	.
		Sig. (2-tailed)	1.000	.
		N	26	25
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	26	25
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.000	.
		Sig. (2-tailed)	1.000	.
		N	26	25
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.221	-.213
		Sig. (2-tailed)	.278	.306
		N	26	25
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.000	.
		Sig. (2-tailed)	1.000	.
		N	26	25
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.171	.138
		Sig. (2-tailed)	.402	.510
		N	26	25
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.306	-.213
		Sig. (2-tailed)	.128	.306
		N	26	25

Correlations

		Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.056	.179
		Sig. (2-tailed)	.776	.362
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.172	.258
		Sig. (2-tailed)	.381	.185
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.056	-.207
		Sig. (2-tailed)	.776	.291
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.324	.137
		Sig. (2-tailed)	.092	.487
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.204	.060
		Sig. (2-tailed)	.297	.761
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.172	.258
		Sig. (2-tailed)	.381	.185
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.110	.322
		Sig. (2-tailed)	.579	.094
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.295	.179
		Sig. (2-tailed)	.127	.362
		N	28	28

Correlations

		Does your LIP work with organizations in the healthcare space. Public Health Ontario	Does your LIP work with organizations in the healthcare space. IRCC	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.090	.090
		Sig. (2-tailed)	.650	.650
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.129	.129
		Sig. (2-tailed)	.512	.512
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.090	.090
		Sig. (2-tailed)	.650	.650
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.243	.243
		Sig. (2-tailed)	.212	.212
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.270	-.026
		Sig. (2-tailed)	.165	.895
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.233	.129
		Sig. (2-tailed)	.233	.512
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.140	.162
		Sig. (2-tailed)	.477	.412
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.090	.090
		Sig. (2-tailed)	.650	.650
		N	28	28

Correlations

		Does your LIP work with organizations in the healthcare space. Public Health Unit	Does your LIP work with organizations in the healthcare space. Other
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.471*
		Sig. (2-tailed)	.011
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.283
		Sig. (2-tailed)	.144
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.079
		Sig. (2-tailed)	.691
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.036
		Sig. (2-tailed)	.858
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.190
		Sig. (2-tailed)	.332
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.113
		Sig. (2-tailed)	.566
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.141
		Sig. (2-tailed)	.473
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.079
		Sig. (2-tailed)	.691
		N	28

Correlations

		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): 41 to 60	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.069	-.302
		Sig. (2-tailed)	.731	.125
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.100	-.126
		Sig. (2-tailed)	.620	.531
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.069	.127
		Sig. (2-tailed)	.731	.527
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.189	.347
		Sig. (2-tailed)	.345	.076
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.147	-.186
		Sig. (2-tailed)	.463	.353
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.100	-.126
		Sig. (2-tailed)	.620	.531
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.125	-.029
		Sig. (2-tailed)	.534	.887
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.069	.127
		Sig. (2-tailed)	.731	.527
		N	27	27

Correlations

		Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Gender of LIP staff (place an "x" beside all options that apply): male	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.038	.192
		Sig. (2-tailed)	.849	.327
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.055	.277
		Sig. (2-tailed)	.783	.153
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.038	.192
		Sig. (2-tailed)	.849	.327
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.105	.174
		Sig. (2-tailed)	.603	.376
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.082	-.093
		Sig. (2-tailed)	.685	.637
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.055	.000
		Sig. (2-tailed)	.783	1.000
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.069	.346
		Sig. (2-tailed)	.731	.071
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.038	-.192
		Sig. (2-tailed)	.849	.327
		N	27	28

Correlations

		Gender of LIP staff (place an "x" beside all options that apply): female	Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.	-.037
		Sig. (2-tailed)	.	.852
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.	-.053
		Sig. (2-tailed)	.	.787
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.	-.037
		Sig. (2-tailed)	.	.852
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.	-.101
		Sig. (2-tailed)	.	.611
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.	-.090
		Sig. (2-tailed)	.	.650
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.	-.053
		Sig. (2-tailed)	.	.787
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.	-.067
		Sig. (2-tailed)	.	.736
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.	1.000**
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.132	-.037
		Sig. (2-tailed)	.502	.852
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.191	-.053
		Sig. (2-tailed)	.331	.787
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.132	-.037
		Sig. (2-tailed)	.502	.852
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.013	-.101
		Sig. (2-tailed)	.946	.611
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.121	-.090
		Sig. (2-tailed)	.539	.650
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.191	-.053
		Sig. (2-tailed)	.331	.787
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.238	-.067
		Sig. (2-tailed)	.222	.736
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.280	-.037
		Sig. (2-tailed)	.150	.852
		N	28	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037	.694**
	Sig. (2-tailed)	.852	<.001
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053	.462*
	Sig. (2-tailed)	.787	.013
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037	-.053
	Sig. (2-tailed)	.852	.787
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101	-.145
	Sig. (2-tailed)	.611	.462
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.090	-.129
	Sig. (2-tailed)	.650	.512
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053	-.077
	Sig. (2-tailed)	.787	.697
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.067	-.096
	Sig. (2-tailed)	.736	.627
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037	-.053
	Sig. (2-tailed)	.852	.787
	N	28	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.077
		Sig. (2-tailed)	.697
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.145
		Sig. (2-tailed)	.462
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.233
		Sig. (2-tailed)	.233
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.077
		Sig. (2-tailed)	.697
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.096
		Sig. (2-tailed)	.627
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.090
		Sig. (2-tailed)	.413*
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.067
		Sig. (2-tailed)	.736
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037	-.053
		Sig. (2-tailed)	.852	.787
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053	-.077
		Sig. (2-tailed)	.787	.697
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037	-.053
		Sig. (2-tailed)	.852	.787
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101	-.145
		Sig. (2-tailed)	.611	.462
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.090	-.129
		Sig. (2-tailed)	.650	.512
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053	-.077
		Sig. (2-tailed)	.787	.697
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.067	-.096
		Sig. (2-tailed)	.736	.627
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037	-.053
		Sig. (2-tailed)	.852	.787
		N	28	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.090
		Sig. (2-tailed)	.650
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.067
		Sig. (2-tailed)	.736
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037	1.000
	Sig. (2-tailed)	.852	.
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053	.694**
	Sig. (2-tailed)	.787	<.001
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037	-.037
	Sig. (2-tailed)	.852	.852
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101	-.101
	Sig. (2-tailed)	.611	.611
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.090	-.090
	Sig. (2-tailed)	.650	.650
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053	-.053
	Sig. (2-tailed)	.787	.787
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.067	-.067
	Sig. (2-tailed)	.736	.736
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037	-.037
	Sig. (2-tailed)	.852	.852
	N	28	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.694**	-.037
	Sig. (2-tailed)	<.001	.852
	N	28	28
	Correlation Coefficient	1.000	-.053
	Sig. (2-tailed)	.	.787
	N	28	28
	Correlation Coefficient	-.053	1.000
	Sig. (2-tailed)	.787	.
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.193	.369
	Sig. (2-tailed)	.325	.054
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.129	-.090
	Sig. (2-tailed)	.512	.650
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.077	-.053
	Sig. (2-tailed)	.697	.787
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.352	-.067
	Sig. (2-tailed)	.066	.736
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053	-.037
	Sig. (2-tailed)	.787	.852
	N	28	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101	-.090
		Sig. (2-tailed)	.611	.650
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.193	-.129
		Sig. (2-tailed)	.325	.512
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.369	-.090
		Sig. (2-tailed)	.054	.650
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000	-.016
		Sig. (2-tailed)	.	.935
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.016	1.000
		Sig. (2-tailed)	.935	.
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.193	.595**
		Sig. (2-tailed)	.325	<.001
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.382*	.140
		Sig. (2-tailed)	.045	.477
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101	-.090
		Sig. (2-tailed)	.611	.650
		N	28	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.077
		Sig. (2-tailed)	.697
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.193
		Sig. (2-tailed)	.325
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.595**
		Sig. (2-tailed)	<.001
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.352
		Sig. (2-tailed)	.066
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.090
		Sig. (2-tailed)	.650
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.067
		Sig. (2-tailed)	.736
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000
		Sig. (2-tailed)	.
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.090
		Sig. (2-tailed)	.650
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.067
		Sig. (2-tailed)	.736
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.090
		Sig. (2-tailed)	.650
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.067
		Sig. (2-tailed)	.736
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.413 [*]
		Sig. (2-tailed)	.029
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.067
		Sig. (2-tailed)	.736
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Staff region of origin or birth (place an "x" beside all options that apply): africa
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.090
		Sig. (2-tailed)	.650
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.067
		Sig. (2-tailed)	.736
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

Correlations

		Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	Staff region of origin or birth (place an "x" beside all options that apply): canada	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.111	.079
		Sig. (2-tailed)	.574	.691
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.160	.113
		Sig. (2-tailed)	.416	.566
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.333	.079
		Sig. (2-tailed)	.083	.691
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.503**	-.036
		Sig. (2-tailed)	.006	.858
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.269	-.343
		Sig. (2-tailed)	.166	.074
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.160	-.283
		Sig. (2-tailed)	.416	.144
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.333	-.189
		Sig. (2-tailed)	.083	.337
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.111	.079
		Sig. (2-tailed)	.574	.691
		N	28	28

Correlations

		Staff region of origin or birth (place an "x" beside all options that apply): asia	Staff region of origin or birth (place an "x" beside all options that apply): europe	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.179	.333
		Sig. (2-tailed)	.362	.083
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.020	.160
		Sig. (2-tailed)	.920	.416
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.207	-.111
		Sig. (2-tailed)	.291	.574
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.212	-.101
		Sig. (2-tailed)	.279	.611
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.314	.162
		Sig. (2-tailed)	.104	.412
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.298	-.160
		Sig. (2-tailed)	.124	.416
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.372	-.200
		Sig. (2-tailed)	.051	.308
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.179	.333
		Sig. (2-tailed)	.362	.083
		N	28	28

Correlations

			Staff region of origin or birth (place an "x" beside all options that apply): oceania	Staff region of origin or birth (place an "x" beside all options that apply): other
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

		Knowledge about issues that affect the health of immigrants/new comers (e.g., major causes of disease and death) via credible sources (e.g., professional bodies, peer-reviewed research)	Understand major social and economic environmental factors that impact access to and quality of health services within your community (e.g., education, income, social support, physical environment) and how these factors can influence immigrant health	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.051	.141
		Sig. (2-tailed)	.796	.473
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.129	.204
		Sig. (2-tailed)	.513	.299
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.051	-.226
		Sig. (2-tailed)	.796	.248
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.243	.051
		Sig. (2-tailed)	.213	.796
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.422 [*]	.342
		Sig. (2-tailed)	.025	.075
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.332	.204
		Sig. (2-tailed)	.084	.299
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.246	.254
		Sig. (2-tailed)	.208	.192
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.230	.141
		Sig. (2-tailed)	.238	.473
		N	28	28

Correlations

			Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Describe how cultural context influences perceptions of health and disease
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.038	.235
		Sig. (2-tailed)	.846	.228
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.055	.113
		Sig. (2-tailed)	.779	.567
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.038	-.078
		Sig. (2-tailed)	.846	.691
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.046	-.071
		Sig. (2-tailed)	.815	.720
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.454 [*]	.114
		Sig. (2-tailed)	.015	.563
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.351	-.113
		Sig. (2-tailed)	.067	.567
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.269	-.141
		Sig. (2-tailed)	.166	.473
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.244	-.078
		Sig. (2-tailed)	.211	.691
		N	28	28

Correlations

		Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e. g., Ministries, departments, corporations)	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.261	.201
		Sig. (2-tailed)	.179	.304
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.224	.000
		Sig. (2-tailed)	.251	1.000
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.174	-.201
		Sig. (2-tailed)	.375	.304
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.028	.000
		Sig. (2-tailed)	.887	1.000
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.223	.177
		Sig. (2-tailed)	.254	.368
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.072	.118
		Sig. (2-tailed)	.717	.550
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.217	-.023
		Sig. (2-tailed)	.268	.909
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.261	.201
		Sig. (2-tailed)	.179	.304
		N	28	28

Correlations

			Skills in policy analysis and policy development for immigrant access to healthcare services	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.050	.079
		Sig. (2-tailed)	.802	.695
		N	28	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.072	.114
		Sig. (2-tailed)	.718	.571
		N	28	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.161	-.145
		Sig. (2-tailed)	.412	.470
		N	28	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.118	-.096
		Sig. (2-tailed)	.550	.633
		N	28	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.018	.186
		Sig. (2-tailed)	.927	.353
		N	28	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.080	.114
		Sig. (2-tailed)	.684	.571
		N	28	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.089	.143
		Sig. (2-tailed)	.651	.478
		N	28	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.261	.290
		Sig. (2-tailed)	.180	.142
		N	28	27

Correlations

			Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.065	.197
		Sig. (2-tailed)	.746	.315
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.094	.047
		Sig. (2-tailed)	.640	.811
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.144	-.131
		Sig. (2-tailed)	.475	.505
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.044	.089
		Sig. (2-tailed)	.826	.652
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.146	.159
		Sig. (2-tailed)	.467	.418
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.236	.284
		Sig. (2-tailed)	.237	.143
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.236	.158
		Sig. (2-tailed)	.237	.423
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.261	.197
		Sig. (2-tailed)	.188	.315
		N	27	28

Correlations

		Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Develop approaches to gain access to immigrant communities served	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.150	.181
		Sig. (2-tailed)	.446	.357
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.216	.261
		Sig. (2-tailed)	.269	.180
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.164	.181
		Sig. (2-tailed)	.405	.357
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.086	.169
		Sig. (2-tailed)	.662	.389
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.139	-.169
		Sig. (2-tailed)	.481	.390
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.216	-.130
		Sig. (2-tailed)	.269	.509
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.270	.163
		Sig. (2-tailed)	.164	.408
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.150	.181
		Sig. (2-tailed)	.446	.357
		N	28	28

Correlations

		Demonstrate diplomacy and build trust with community partners working in the health sector	Skills to build coalitions to work collectively on access to healthcare issues	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.143	.120
		Sig. (2-tailed)	.466	.543
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.207	.173
		Sig. (2-tailed)	.291	.379
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.143	.120
		Sig. (2-tailed)	.466	.543
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.208	.109
		Sig. (2-tailed)	.289	.582
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.042	.116
		Sig. (2-tailed)	.833	.556
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.083	.173
		Sig. (2-tailed)	.676	.379
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.017	.216
		Sig. (2-tailed)	.931	.270
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.143	.120
		Sig. (2-tailed)	.466	.543
		N	28	28

Correlations

		Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.171	.131
		Sig. (2-tailed)	.384	.505
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.028	.189
		Sig. (2-tailed)	.886	.334
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.132	.131
		Sig. (2-tailed)	.504	.505
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.024	.000
		Sig. (2-tailed)	.904	1.000
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.268	-.064
		Sig. (2-tailed)	.168	.747
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.247	-.379*
		Sig. (2-tailed)	.206	.047
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.126	.000
		Sig. (2-tailed)	.521	1.000
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.171	.131
		Sig. (2-tailed)	.384	.505
		N	28	28

Correlations

		Skills for knowledge brokering	Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibilities and expertise represented by other groups that work in the healthcare space	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.162	.122
		Sig. (2-tailed)	.409	.537
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.234	-.132
		Sig. (2-tailed)	.231	.505
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.203	.122
		Sig. (2-tailed)	.301	.537
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.128	-.055
		Sig. (2-tailed)	.515	.781
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.315	.295
		Sig. (2-tailed)	.103	.128
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.029	.175
		Sig. (2-tailed)	.883	.372
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.073	-.037
		Sig. (2-tailed)	.712	.854
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.203	.122
		Sig. (2-tailed)	.301	.537
		N	28	28

Correlations

		Apply leadership practices that support collaboration and team effectiveness	Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.132	.251
		Sig. (2-tailed)	.502	.197
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.106	.133
		Sig. (2-tailed)	.591	.498
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.280	-.066
		Sig. (2-tailed)	.150	.738
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.200	-.150
		Sig. (2-tailed)	.308	.448
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.121	-.006
		Sig. (2-tailed)	.539	.974
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.106	-.095
		Sig. (2-tailed)	.591	.630
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.256	-.119
		Sig. (2-tailed)	.188	.546
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.132	.251
		Sig. (2-tailed)	.502	.197
		N	28	28

Correlations

			Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Plan, implement, and evaluate an access to healthcare program
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.306	-.213
		Sig. (2-tailed)	.128	.306
		N	26	25
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.221	-.099
		Sig. (2-tailed)	.278	.638
		N	26	25
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.000	.076
		Sig. (2-tailed)	1.000	.718
		N	26	25
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.028	.105
		Sig. (2-tailed)	.892	.618
		N	26	25
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.008	.138
		Sig. (2-tailed)	.968	.510
		N	26	25
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.000	-.099
		Sig. (2-tailed)	1.000	.638
		N	26	25
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.000	.285
		Sig. (2-tailed)	1.000	.168
		N	26	25
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.000	.076
		Sig. (2-tailed)	1.000	.718
		N	26	25

Correlations

		Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.295	.179
		Sig. (2-tailed)	.127	.362
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.295	.179
		Sig. (2-tailed)	.127	.362
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.295	.179
		Sig. (2-tailed)	.127	.362
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.295	.179
		Sig. (2-tailed)	.127	.362
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.295	.179
		Sig. (2-tailed)	.127	.362
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.056	-.207
		Sig. (2-tailed)	.776	.291
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.295	.179
		Sig. (2-tailed)	.127	.362
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.056	.179
		Sig. (2-tailed)	.776	.362
		N	28	28

Correlations

		Does your LIP work with organizations in the healthcare space. Public Health Ontario	Does your LIP work with organizations in the healthcare space. IRCC
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.090
		Sig. (2-tailed)	.650
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.090
		Sig. (2-tailed)	.650
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.090
		Sig. (2-tailed)	.650
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.090
		Sig. (2-tailed)	.650
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.090
		Sig. (2-tailed)	.650
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.090
		Sig. (2-tailed)	.650
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.090
		Sig. (2-tailed)	.650
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.090
		Sig. (2-tailed)	.650
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.090
		Sig. (2-tailed)	.650
		N	28

Correlations

		Does your LIP work with organizations in the healthcare space. Public Health Unit	Does your LIP work with organizations in the healthcare space. Other	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.079	-.304
		Sig. (2-tailed)	.691	.115
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.079	-.304
		Sig. (2-tailed)	.691	.115
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.079	-.304
		Sig. (2-tailed)	.691	.115
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.079	-.304
		Sig. (2-tailed)	.691	.115
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.079	-.304
		Sig. (2-tailed)	.691	.115
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.079	-.304
		Sig. (2-tailed)	.691	.115
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.079	.122
		Sig. (2-tailed)	.691	.537
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.079	.122
		Sig. (2-tailed)	.691	.537
		N	28	28

Correlations

		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): 41 to 60	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.069	.127
		Sig. (2-tailed)	.731	.527
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.069	.127
		Sig. (2-tailed)	.731	.527
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.069	.127
		Sig. (2-tailed)	.731	.527
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.069	.127
		Sig. (2-tailed)	.731	.527
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.069	.127
		Sig. (2-tailed)	.731	.527
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.069	-.302
		Sig. (2-tailed)	.731	.125
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.069	.127
		Sig. (2-tailed)	.731	.527
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.069	.127
		Sig. (2-tailed)	.731	.527
		N	27	27

Correlations

		Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Gender of LIP staff (place an "x" beside all options that apply): male
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.038
		Sig. (2-tailed)	.849
		N	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.038
		Sig. (2-tailed)	.849
		N	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.038
		Sig. (2-tailed)	.849
		N	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.038
		Sig. (2-tailed)	.849
		N	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.038
		Sig. (2-tailed)	.849
		N	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.038
		Sig. (2-tailed)	.849
		N	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.038
		Sig. (2-tailed)	.849
		N	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.038
		Sig. (2-tailed)	.849
		N	27

Correlations

		Gender of LIP staff (place an "x" beside all options that apply): female	Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	. 1.000**
		Sig. (2-tailed)	.
		N	28 28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	. 1.000**
		Sig. (2-tailed)	.
		N	28 28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	. 1.000**
		Sig. (2-tailed)	.
		N	28 28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	. 1.000**
		Sig. (2-tailed)	.
		N	28 28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	. -.037
		Sig. (2-tailed)	. .852
		N	28 28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	. -.037
		Sig. (2-tailed)	. .852
		N	28 28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	. -.037
		Sig. (2-tailed)	. .852
		N	28 28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.280
		Sig. (2-tailed)	.150
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.280
		Sig. (2-tailed)	.150
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.280
		Sig. (2-tailed)	.150
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.280
		Sig. (2-tailed)	.150
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.280
		Sig. (2-tailed)	.150
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.132
		Sig. (2-tailed)	.502
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.280
		Sig. (2-tailed)	.150
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.132
		Sig. (2-tailed)	.502
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.694**
		Sig. (2-tailed)	<.001
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Staff region of origin or birth (place an "x" beside all options that apply): africa
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

Correlations

		Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	Staff region of origin or birth (place an "x" beside all options that apply): canada
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.111
		Sig. (2-tailed)	.574
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.111
		Sig. (2-tailed)	.574
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.111
		Sig. (2-tailed)	.574
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.111
		Sig. (2-tailed)	.574
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.111
		Sig. (2-tailed)	.574
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.111
		Sig. (2-tailed)	.574
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.111
		Sig. (2-tailed)	.574
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.111
		Sig. (2-tailed)	.574
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.111
		Sig. (2-tailed)	.574
		N	28

Correlations

		Staff region of origin or birth (place an “x” beside all options that apply): asia	Staff region of origin or birth (place an “x” beside all options that apply): europe	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.179	.333
		Sig. (2-tailed)	.362	.083
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.179	.333
		Sig. (2-tailed)	.362	.083
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.179	.333
		Sig. (2-tailed)	.362	.083
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.179	.333
		Sig. (2-tailed)	.362	.083
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.179	.333
		Sig. (2-tailed)	.362	.083
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.179	-.111
		Sig. (2-tailed)	.362	.574
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.179	.333
		Sig. (2-tailed)	.362	.083
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.179	-.111
		Sig. (2-tailed)	.362	.574
		N	28	28

Correlations

		Staff region of origin or birth (place an "x" beside all options that apply): oceania	Staff region of origin or birth (place an "x" beside all options that apply): other
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28

Correlations

			Knowledge about issues that affect the health of immigrants/new comers (e.g., major causes of disease and death) via credible sources (e.g., professional bodies, peer-reviewed research)	Understand major social and economic environmental factors that impact access to and quality of health services within your community (e.g., education, income, social support, physical environment) and how these factors can influence immigrant health
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.230	.141
		Sig. (2-tailed)	.238	.473
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.230	.141
		Sig. (2-tailed)	.238	.473
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.230	.141
		Sig. (2-tailed)	.238	.473
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.230	.141
		Sig. (2-tailed)	.238	.473
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.230	.141
		Sig. (2-tailed)	.238	.473
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.051	-.226
		Sig. (2-tailed)	.796	.248
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.230	.141
		Sig. (2-tailed)	.238	.473
		N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.051	.141	
	Sig. (2-tailed)	.796	.473	
	N	28	28	

Correlations

		Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Describe how cultural context influences perceptions of health and disease	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.244	-.078
		Sig. (2-tailed)	.211	.691
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.244	-.078
		Sig. (2-tailed)	.211	.691
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.244	-.078
		Sig. (2-tailed)	.211	.691
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.244	-.078
		Sig. (2-tailed)	.211	.691
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.269	-.301
		Sig. (2-tailed)	.166	.120
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.244	.235
		Sig. (2-tailed)	.211	.228
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.038	.235
		Sig. (2-tailed)	.846	.228
		N	28	28

Correlations

		Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.261	.201
		Sig. (2-tailed)	.179	.304
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.261	.201
		Sig. (2-tailed)	.179	.304
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.261	.201
		Sig. (2-tailed)	.179	.304
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.261	.201
		Sig. (2-tailed)	.179	.304
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.261	.201
		Sig. (2-tailed)	.179	.304
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.311	-.201
		Sig. (2-tailed)	.107	.304
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.261	.201
		Sig. (2-tailed)	.179	.304
		N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.261	-.038	
	Sig. (2-tailed)	.179	.849	
	N	28	28	

Correlations

		Skills in policy analysis and policy development for immigrant access to healthcare services	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.261	.290
		Sig. (2-tailed)	.180	.142
		N	28	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.261	.290
		Sig. (2-tailed)	.180	.142
		N	28	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.261	.290
		Sig. (2-tailed)	.180	.142
		N	28	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.261	.290
		Sig. (2-tailed)	.180	.142
		N	28	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.261	.290
		Sig. (2-tailed)	.180	.142
		N	28	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.161	-.290
		Sig. (2-tailed)	.412	.142
		N	28	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.050	.290
		Sig. (2-tailed)	.802	.142
		N	28	27
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.050	-.145
		Sig. (2-tailed)	.802	.470
		N	28	27

Correlations

			Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.261	.197
		Sig. (2-tailed)	.188	.315
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.261	.197
		Sig. (2-tailed)	.188	.315
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.261	.197
		Sig. (2-tailed)	.188	.315
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.261	.197
		Sig. (2-tailed)	.188	.315
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.261	.197
		Sig. (2-tailed)	.188	.315
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.300	-.315
		Sig. (2-tailed)	.128	.102
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.261	.197
		Sig. (2-tailed)	.188	.315
		N	27	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.144	-.131
		Sig. (2-tailed)	.475	.505
		N	27	28

Correlations

		Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Develop approaches to gain access to immigrant communities served	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.150	.181
		Sig. (2-tailed)	.446	.357
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.150	.181
		Sig. (2-tailed)	.446	.357
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.150	.181
		Sig. (2-tailed)	.446	.357
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.150	.181
		Sig. (2-tailed)	.446	.357
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.150	.181
		Sig. (2-tailed)	.446	.357
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.164	-.258
		Sig. (2-tailed)	.405	.184
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.150	.181
		Sig. (2-tailed)	.446	.357
		N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.164	-.258	
	Sig. (2-tailed)	.405	.184	
	N	28	28	

Correlations

			Demonstrate diplomacy and build trust with community partners working in the health sector	Skills to build coalitions to work collectively on access to healthcare issues
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.143	.120
		Sig. (2-tailed)	.466	.543
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.143	.120
		Sig. (2-tailed)	.466	.543
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.143	.120
		Sig. (2-tailed)	.466	.543
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.143	.120
		Sig. (2-tailed)	.466	.543
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.258	-.360
		Sig. (2-tailed)	.185	.060
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.143	.120
		Sig. (2-tailed)	.466	.543
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.258	-.360
		Sig. (2-tailed)	.185	.060
		N	28	28

Correlations

		Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.171	.131
		Sig. (2-tailed)	.384	.505
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.171	.131
		Sig. (2-tailed)	.384	.505
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.171	.131
		Sig. (2-tailed)	.384	.505
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.171	.131
		Sig. (2-tailed)	.384	.505
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.171	.131
		Sig. (2-tailed)	.384	.505
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.303	-.263
		Sig. (2-tailed)	.117	.176
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.171	.131
		Sig. (2-tailed)	.384	.505
		N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.303	-.263	
	Sig. (2-tailed)	.117	.176	
	N	28	28	

Correlations

			Skills for knowledge brokering	Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibili ties and expertise represented by other groups that work in the healthcare space
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.203	.122
		Sig. (2-tailed)	.301	.537
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.203	.122
		Sig. (2-tailed)	.301	.537
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.203	.122
		Sig. (2-tailed)	.301	.537
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.203	.122
		Sig. (2-tailed)	.301	.537
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.162	-.304
		Sig. (2-tailed)	.409	.115
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.203	.122
		Sig. (2-tailed)	.301	.537
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.162	.122
		Sig. (2-tailed)	.409	.537
		N	28	28

Correlations

			Apply leadership practices that support collaboration and team effectiveness	Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.132	.251
		Sig. (2-tailed)	.502	.197
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.132	.251
		Sig. (2-tailed)	.502	.197
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.132	.251
		Sig. (2-tailed)	.502	.197
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.132	.251
		Sig. (2-tailed)	.502	.197
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.132	.251
		Sig. (2-tailed)	.502	.197
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.280	-.066
		Sig. (2-tailed)	.150	.738
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.132	.251
		Sig. (2-tailed)	.502	.197
		N	28	28
Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.132	-.066	
	Sig. (2-tailed)	.502	.738	
	N	28	28	

Correlations

		Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Plan, implement, and evaluate an access to healthcare program	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.000	.076
		Sig. (2-tailed)	1.000	.718
		N	26	25
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.000	.076
		Sig. (2-tailed)	1.000	.718
		N	26	25
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.000	.076
		Sig. (2-tailed)	1.000	.718
		N	26	25
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.000	.076
		Sig. (2-tailed)	1.000	.718
		N	26	25
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.000	.076
		Sig. (2-tailed)	1.000	.718
		N	26	25
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.000	-.213
		Sig. (2-tailed)	1.000	.306
		N	26	25
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.322	.320
		Sig. (2-tailed)	.109	.119
		N	26	25
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.000	.076
		Sig. (2-tailed)	1.000	.718
		N	26	25

Correlations

		Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.295	-.207
		Sig. (2-tailed)	.127	.291
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): africa	Correlation Coefficient	-.218	-.126
		Sig. (2-tailed)	.266	.523
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): americas not including canada	Correlation Coefficient	-.283	.041
		Sig. (2-tailed)	.144	.835
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): canada	Correlation Coefficient	.067	.234
		Sig. (2-tailed)	.734	.231
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): asia	Correlation Coefficient	-.010	.292
		Sig. (2-tailed)	.958	.131
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): europe	Correlation Coefficient	-.283	.372
		Sig. (2-tailed)	.144	.051
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): oceania	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

		Does your LIP work with organizations in the healthcare space. Public Health Ontario	Does your LIP work with organizations in the healthcare space. IRCC	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.090	.090
		Sig. (2-tailed)	.650	.650
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): africa	Correlation Coefficient	-.121	.121
		Sig. (2-tailed)	.539	.539
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): americas not including canada	Correlation Coefficient	-.054	.269
		Sig. (2-tailed)	.786	.166
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): canada	Correlation Coefficient	-.076	.076
		Sig. (2-tailed)	.700	.700
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): asia	Correlation Coefficient	.314	.060
		Sig. (2-tailed)	.104	.761
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): europe	Correlation Coefficient	-.054	.054
		Sig. (2-tailed)	.786	.786
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): oceania	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

		Does your LIP work with organizations in the healthcare space. Public Health Unit	Does your LIP work with organizations in the healthcare space. Other	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.079	.122
		Sig. (2-tailed)	.691	.537
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): africa	Correlation Coefficient	-.156	-.242
		Sig. (2-tailed)	.428	.215
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): americas not including canada	Correlation Coefficient	-.236	.183
		Sig. (2-tailed)	.227	.352
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): canada	Correlation Coefficient	.125	-.032
		Sig. (2-tailed)	.526	.870
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): asia	Correlation Coefficient	.380*	.430*
		Sig. (2-tailed)	.046	.022
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): europe	Correlation Coefficient	.000	.000
		Sig. (2-tailed)	1.000	1.000
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): oceania	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

		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): 41 to 60	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.069	.127
		Sig. (2-tailed)	.731	.527
		N	27	27
	Staff region of origin or birth (place an "x" beside all options that apply): africa	Correlation Coefficient	.229	-.289
		Sig. (2-tailed)	.250	.143
		N	27	27
	Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	Correlation Coefficient	-.060	.384*
		Sig. (2-tailed)	.767	.048
		N	27	27
	Staff region of origin or birth (place an "x" beside all options that apply): canada	Correlation Coefficient	-.125	.287
		Sig. (2-tailed)	.534	.147
		N	27	27
	Staff region of origin or birth (place an "x" beside all options that apply): asia	Correlation Coefficient	.316	.091
		Sig. (2-tailed)	.108	.653
		N	27	27
	Staff region of origin or birth (place an "x" beside all options that apply): europe	Correlation Coefficient	.189	.152
		Sig. (2-tailed)	.345	.450
		N	27	27
	Staff region of origin or birth (place an "x" beside all options that apply): oceania	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	27	27

Correlations

		Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Gender of LIP staff (place an "x" beside all options that apply): male
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.038
		Sig. (2-tailed)	.849
		N	27
	Staff region of origin or birth (place an "x" beside all options that apply): africa	Correlation Coefficient	.302
		Sig. (2-tailed)	.125
		N	27
	Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	Correlation Coefficient	-.116
		Sig. (2-tailed)	.564
		N	27
	Staff region of origin or birth (place an "x" beside all options that apply): canada	Correlation Coefficient	.069
		Sig. (2-tailed)	.731
		N	27
	Staff region of origin or birth (place an "x" beside all options that apply): asia	Correlation Coefficient	.219
		Sig. (2-tailed)	.272
		N	27
	Staff region of origin or birth (place an "x" beside all options that apply): europe	Correlation Coefficient	.367
		Sig. (2-tailed)	.060
		N	27
	Staff region of origin or birth (place an "x" beside all options that apply): oceania	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	27

Correlations

		Gender of LIP staff (place an "x" beside all options that apply): female	Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self- describe
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	. -.037
		Sig. (2-tailed)	. .852
		N	28 28
	Staff region of origin or birth (place an "x" beside all options that apply): africa	Correlation Coefficient	. .280
		Sig. (2-tailed)	. .150
		N	28 28
	Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	Correlation Coefficient	. -.111
		Sig. (2-tailed)	. .574
		N	28 28
	Staff region of origin or birth (place an "x" beside all options that apply): canada	Correlation Coefficient	. .079
		Sig. (2-tailed)	. .691
		N	28 28
	Staff region of origin or birth (place an "x" beside all options that apply): asia	Correlation Coefficient	. -.179
		Sig. (2-tailed)	. .362
		N	28 28
	Staff region of origin or birth (place an "x" beside all options that apply): europe	Correlation Coefficient	. .333
		Sig. (2-tailed)	. .083
		N	28 28
	Staff region of origin or birth (place an "x" beside all options that apply): oceania	Correlation Coefficient	. .
		Sig. (2-tailed)	. .
		N	28 28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.132
		Sig. (2-tailed)	.502
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): africa	Correlation Coefficient	.345
		Sig. (2-tailed)	.072
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	Correlation Coefficient	-.221
		Sig. (2-tailed)	.259
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): canada	Correlation Coefficient	.062
		Sig. (2-tailed)	.752
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): asia	Correlation Coefficient	-.334
		Sig. (2-tailed)	.082
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): europe	Correlation Coefficient	.309
		Sig. (2-tailed)	.110
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): oceania	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): africa	Correlation Coefficient	.280
		Sig. (2-tailed)	.150
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	Correlation Coefficient	.333
		Sig. (2-tailed)	.083
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): canada	Correlation Coefficient	.079
		Sig. (2-tailed)	.691
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): asia	Correlation Coefficient	.207
		Sig. (2-tailed)	.291
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): europe	Correlation Coefficient	.333
		Sig. (2-tailed)	.083
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): oceania	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): africa	Correlation Coefficient	.106
		Sig. (2-tailed)	.591
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	Correlation Coefficient	.160
		Sig. (2-tailed)	.416
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): canada	Correlation Coefficient	.113
		Sig. (2-tailed)	.566
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): asia	Correlation Coefficient	.020
		Sig. (2-tailed)	.920
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): europe	Correlation Coefficient	.480 **
		Sig. (2-tailed)	.010
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): oceania	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): africa	Correlation Coefficient	.280
		Sig. (2-tailed)	.150
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	Correlation Coefficient	.333
		Sig. (2-tailed)	.111
		N	.574
	Staff region of origin or birth (place an "x" beside all options that apply): canada	Correlation Coefficient	.079
		Sig. (2-tailed)	.471*
		N	.011
	Staff region of origin or birth (place an "x" beside all options that apply): asia	Correlation Coefficient	.207
		Sig. (2-tailed)	.291
		N	.28
	Staff region of origin or birth (place an "x" beside all options that apply): europe	Correlation Coefficient	.333
		Sig. (2-tailed)	.083
		N	.28
	Staff region of origin or birth (place an "x" beside all options that apply): oceania	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	.28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): africa	Correlation Coefficient	.280
		Sig. (2-tailed)	.150
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	Correlation Coefficient	.333
		Sig. (2-tailed)	.480**
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): canada	Correlation Coefficient	.079
		Sig. (2-tailed)	.691
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): asia	Correlation Coefficient	.207
		Sig. (2-tailed)	.291
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): europe	Correlation Coefficient	.333
		Sig. (2-tailed)	.083
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): oceania	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): africa	Correlation Coefficient	.280
		Sig. (2-tailed)	.150
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	Correlation Coefficient	.333
		Sig. (2-tailed)	.083
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): canada	Correlation Coefficient	.079
		Sig. (2-tailed)	.691
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): asia	Correlation Coefficient	.207
		Sig. (2-tailed)	.291
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): europe	Correlation Coefficient	.333
		Sig. (2-tailed)	.083
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): oceania	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
		Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
		Correlation Coefficient	.013
		Sig. (2-tailed)	.946
		N	28
		Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
		Correlation Coefficient	-.036
		Sig. (2-tailed)	.858
		N	28
		Correlation Coefficient	.561 **
		Sig. (2-tailed)	.002
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): africa	Correlation Coefficient	-.132
		Sig. (2-tailed)	.502
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	Correlation Coefficient	.333
		Sig. (2-tailed)	.083
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): canada	Correlation Coefficient	.079
		Sig. (2-tailed)	.691
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): asia	Correlation Coefficient	.207
		Sig. (2-tailed)	.291
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): europe	Correlation Coefficient	-.111
		Sig. (2-tailed)	.574
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): oceania	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): africa	Correlation Coefficient	-.191
		Sig. (2-tailed)	.331
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	Correlation Coefficient	.160
		Sig. (2-tailed)	.416
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): canada	Correlation Coefficient	.113
		Sig. (2-tailed)	.566
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): asia	Correlation Coefficient	.020
		Sig. (2-tailed)	.920
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): europe	Correlation Coefficient	.160
		Sig. (2-tailed)	.416
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): oceania	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.101	-.090
		Sig. (2-tailed)	.611	.650
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): africa	Correlation Coefficient	-.173	-.121
		Sig. (2-tailed)	.379	.539
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): americas not including canada	Correlation Coefficient	.503**	-.269
		Sig. (2-tailed)	.006	.166
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): canada	Correlation Coefficient	-.036	-.343
		Sig. (2-tailed)	.858	.074
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): asia	Correlation Coefficient	.212	.314
		Sig. (2-tailed)	.279	.104
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): europe	Correlation Coefficient	-.101	.162
		Sig. (2-tailed)	.611	.412
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): oceania	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.053	-.067
		Sig. (2-tailed)	.787	.736
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): africa	Correlation Coefficient	-.191	-.238
		Sig. (2-tailed)	.331	.222
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): americas not including canada	Correlation Coefficient	-.160	.333
		Sig. (2-tailed)	.416	.083
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): canada	Correlation Coefficient	-.283	-.189
		Sig. (2-tailed)	.144	.337
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): asia	Correlation Coefficient	.298	.372
		Sig. (2-tailed)	.124	.051
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): europe	Correlation Coefficient	-.160	-.200
		Sig. (2-tailed)	.416	.308
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): oceania	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): africa	Correlation Coefficient	.280
		Sig. (2-tailed)	.150
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	Correlation Coefficient	-.111
		Sig. (2-tailed)	.574
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): canada	Correlation Coefficient	.079
		Sig. (2-tailed)	.691
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): asia	Correlation Coefficient	-.179
		Sig. (2-tailed)	.362
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): europe	Correlation Coefficient	.333
		Sig. (2-tailed)	.083
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): oceania	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): africa	Correlation Coefficient	.280
		Sig. (2-tailed)	.150
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	Correlation Coefficient	-.111
		Sig. (2-tailed)	.574
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): canada	Correlation Coefficient	.079
		Sig. (2-tailed)	.691
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): asia	Correlation Coefficient	-.179
		Sig. (2-tailed)	.362
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): europe	Correlation Coefficient	.333
		Sig. (2-tailed)	.083
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): oceania	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): africa	Correlation Coefficient	.280
		Sig. (2-tailed)	.150
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	Correlation Coefficient	-.111
		Sig. (2-tailed)	.574
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): canada	Correlation Coefficient	.079
		Sig. (2-tailed)	.691
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): asia	Correlation Coefficient	-.179
		Sig. (2-tailed)	.362
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): europe	Correlation Coefficient	.333
		Sig. (2-tailed)	.083
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): oceania	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
		Correlation Coefficient	-.471*
		Sig. (2-tailed)	.011
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): africa	Correlation Coefficient	-.132
		Sig. (2-tailed)	.502
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	Correlation Coefficient	-.111
		Sig. (2-tailed)	.574
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): canada	Correlation Coefficient	.079
		Sig. (2-tailed)	.691
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): asia	Correlation Coefficient	-.179
		Sig. (2-tailed)	.362
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): europe	Correlation Coefficient	.333
		Sig. (2-tailed)	.083
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): oceania	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Staff region of origin or birth (place an "x" beside all options that apply): africa
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	1.000
		Sig. (2-tailed)	.
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): africa	Correlation Coefficient	-.132
		Sig. (2-tailed)	.502
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	Correlation Coefficient	-.111
		Sig. (2-tailed)	.574
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): canada	Correlation Coefficient	.079
		Sig. (2-tailed)	.691
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): asia	Correlation Coefficient	-.179
		Sig. (2-tailed)	.362
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): europe	Correlation Coefficient	-.111
		Sig. (2-tailed)	.574
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): oceania	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28

Correlations

		Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	Staff region of origin or birth (place an "x" beside all options that apply): canada
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.111
		Sig. (2-tailed)	.574
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): africa	Correlation Coefficient	-.044
		Sig. (2-tailed)	.823
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	Correlation Coefficient	1.000
		Sig. (2-tailed)	.
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): canada	Correlation Coefficient	.000
		Sig. (2-tailed)	1.000
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): asia	Correlation Coefficient	.289
		Sig. (2-tailed)	.135
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): europe	Correlation Coefficient	-.143
		Sig. (2-tailed)	.468
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): oceania	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28

Correlations

		Staff region of origin or birth (place an "x" beside all options that apply): asia	Staff region of origin or birth (place an "x" beside all options that apply): europe
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.179
		Sig. (2-tailed)	.362
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): africa	Correlation Coefficient	-.027
		Sig. (2-tailed)	.890
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	Correlation Coefficient	.289
		Sig. (2-tailed)	.135
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): canada	Correlation Coefficient	-.029
		Sig. (2-tailed)	.883
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): asia	Correlation Coefficient	1.000
		Sig. (2-tailed)	.
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): europe	Correlation Coefficient	-.041
		Sig. (2-tailed)	.835
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): oceania	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28

Correlations

		Staff region of origin or birth (place an "x" beside all options that apply): oceania	Staff region of origin or birth (place an "x" beside all options that apply): other
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): africa	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): canada	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): asia	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): europe	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	Staff region of origin or birth (place an "x" beside all options that apply): oceania	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28

Correlations

		Knowledge about issues that affect the health of immigrants/new comers (e.g., major causes of disease and death) via credible sources (e.g., professional bodies, peer-reviewed research)	Understand major social and economic environmental factors that impact access to and quality of health services within your community (e.g., education, income, social support, physical environment) and how these factors can influence immigrant health	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.051	.141
		Sig. (2-tailed)	.796	.473
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): africa	Correlation Coefficient	.061	.067
		Sig. (2-tailed)	.758	.734
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): americas not including canada	Correlation Coefficient	-.011	-.206
		Sig. (2-tailed)	.956	.293
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): canada	Correlation Coefficient	-.041	.090
		Sig. (2-tailed)	.837	.649
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): asia	Correlation Coefficient	.295	.273
		Sig. (2-tailed)	.127	.159
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): europe	Correlation Coefficient	.450*	.424*
		Sig. (2-tailed)	.016	.025
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): oceania	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

		Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Describe how cultural context influences perceptions of health and disease	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.038	-.078
		Sig. (2-tailed)	.846	.691
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): africa	Correlation Coefficient	-.076	.130
		Sig. (2-tailed)	.699	.510
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): americas not including canada	Correlation Coefficient	-.071	-.219
		Sig. (2-tailed)	.718	.264
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): canada	Correlation Coefficient	.177	.118
		Sig. (2-tailed)	.368	.550
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): asia	Correlation Coefficient	.444*	-.029
		Sig. (2-tailed)	.018	.883
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): europe	Correlation Coefficient	.368	.437*
		Sig. (2-tailed)	.054	.020
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): oceania	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

		Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e. g., Ministries, departments, corporations)	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.174	-.315
		Sig. (2-tailed)	.375	.103
		N	28	28
	Staff region of origin or birth (place an "x" beside all options that apply): africa	Correlation Coefficient	-.203	-.155
		Sig. (2-tailed)	.301	.431
		N	28	28
	Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	Correlation Coefficient	-.016	-.189
		Sig. (2-tailed)	.936	.336
		N	28	28
	Staff region of origin or birth (place an "x" beside all options that apply): canada	Correlation Coefficient	.205	.340
		Sig. (2-tailed)	.296	.076
		N	28	28
	Staff region of origin or birth (place an "x" beside all options that apply): asia	Correlation Coefficient	.148	.169
		Sig. (2-tailed)	.452	.391
		N	28	28
	Staff region of origin or birth (place an "x" beside all options that apply): europe	Correlation Coefficient	.422*	.329
		Sig. (2-tailed)	.025	.087
		N	28	28
	Staff region of origin or birth (place an "x" beside all options that apply): oceania	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

		Skills in policy analysis and policy development for immigrant access to healthcare services	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.161	-.290
		Sig. (2-tailed)	.412	.142
		N	28	27
	Staff region of origin or birth (place an “x” beside all options that apply): africa	Correlation Coefficient	-.044	-.021
		Sig. (2-tailed)	.823	.917
		N	28	27
	Staff region of origin or birth (place an “x” beside all options that apply): americas not including canada	Correlation Coefficient	-.059	-.273
		Sig. (2-tailed)	.767	.168
		N	28	27
	Staff region of origin or birth (place an “x” beside all options that apply): canada	Correlation Coefficient	.415*	.344
		Sig. (2-tailed)	.028	.079
		N	28	27
	Staff region of origin or birth (place an “x” beside all options that apply): asia	Correlation Coefficient	.268	.210
		Sig. (2-tailed)	.168	.294
		N	28	27
	Staff region of origin or birth (place an “x” beside all options that apply): europe	Correlation Coefficient	.059	.402*
		Sig. (2-tailed)	.767	.038
		N	28	27
	Staff region of origin or birth (place an “x” beside all options that apply): oceania	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	27

Correlations

		Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.300	-.131
		Sig. (2-tailed)	.128	.505
		N	27	28
	Staff region of origin or birth (place an “x” beside all options that apply): africa	Correlation Coefficient	.073	-.225
		Sig. (2-tailed)	.716	.251
		N	27	28
	Staff region of origin or birth (place an “x” beside all options that apply): americas not including canada	Correlation Coefficient	-.231	-.113
		Sig. (2-tailed)	.247	.568
		N	27	28
	Staff region of origin or birth (place an “x” beside all options that apply): canada	Correlation Coefficient	.174	.202
		Sig. (2-tailed)	.386	.302
		N	27	28
	Staff region of origin or birth (place an “x” beside all options that apply): asia	Correlation Coefficient	.222	.220
		Sig. (2-tailed)	.265	.261
		N	27	28
	Staff region of origin or birth (place an “x” beside all options that apply): europe	Correlation Coefficient	.350	.310
		Sig. (2-tailed)	.073	.109
		N	27	28
	Staff region of origin or birth (place an “x” beside all options that apply): oceania	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	27	28

Correlations

		Skills to create opportunities to access organizational/c community/other decision-makers concerning health services for immigrants and newcomers	Develop approaches to gain access to immigrant communities served	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.314	-.258
		Sig. (2-tailed)	.104	.184
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): africa	Correlation Coefficient	-.141	.082
		Sig. (2-tailed)	.474	.678
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): americas not including canada	Correlation Coefficient	.117	-.061
		Sig. (2-tailed)	.553	.758
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): canada	Correlation Coefficient	.340	.370
		Sig. (2-tailed)	.076	.053
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): asia	Correlation Coefficient	.320	.144
		Sig. (2-tailed)	.097	.464
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): europe	Correlation Coefficient	.117	.426*
		Sig. (2-tailed)	.553	.024
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): oceania	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

		Demonstrate diplomacy and build trust with community partners working in the health sector	Skills to build coalitions to work collectively on access to healthcare issues	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.258	.120
		Sig. (2-tailed)	.185	.543
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): africa	Correlation Coefficient	-.125	-.238
		Sig. (2-tailed)	.525	.222
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): americas not including canada	Correlation Coefficient	.086	.000
		Sig. (2-tailed)	.663	1.000
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): canada	Correlation Coefficient	.548**	.446*
		Sig. (2-tailed)	.003	.018
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): asia	Correlation Coefficient	.395*	.447*
		Sig. (2-tailed)	.038	.017
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): europe	Correlation Coefficient	.258	.206
		Sig. (2-tailed)	.185	.294
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): oceania	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

		Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.132	-.394*
		Sig. (2-tailed)	.504	.038
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): africa	Correlation Coefficient	-.314	.000
		Sig. (2-tailed)	.104	1.000
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): americas not including canada	Correlation Coefficient	-.209	.056
		Sig. (2-tailed)	.286	.776
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): canada	Correlation Coefficient	.300	.349
		Sig. (2-tailed)	.120	.069
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): asia	Correlation Coefficient	.201	.342
		Sig. (2-tailed)	.305	.074
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): europe	Correlation Coefficient	.254	.394*
		Sig. (2-tailed)	.192	.038
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): oceania	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

		Skills for knowledge brokering	Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibilities and expertise represented by other groups that work in the healthcare space	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.162	.122
		Sig. (2-tailed)	.409	.537
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): africa	Correlation Coefficient	-.081	-.242
		Sig. (2-tailed)	.683	.215
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): americas not including canada	Correlation Coefficient	.052	-.365
		Sig. (2-tailed)	.792	.056
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): canada	Correlation Coefficient	.258	.194
		Sig. (2-tailed)	.185	.323
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): asia	Correlation Coefficient	.302	.272
		Sig. (2-tailed)	.118	.162
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): europe	Correlation Coefficient	.296	.183
		Sig. (2-tailed)	.127	.352
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): oceania	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

		Apply leadership practices that support collaboration and team effectiveness	Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	-.280	-.317
		Sig. (2-tailed)	.150	.100
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): africa	Correlation Coefficient	-.018	-.058
		Sig. (2-tailed)	.929	.770
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): americas not including canada	Correlation Coefficient	-.132	-.034
		Sig. (2-tailed)	.502	.864
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): canada	Correlation Coefficient	.375*	.274
		Sig. (2-tailed)	.050	.159
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): asia	Correlation Coefficient	.181	.034
		Sig. (2-tailed)	.357	.862
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): europe	Correlation Coefficient	.397*	.482**
		Sig. (2-tailed)	.036	.009
		N	28	28
	Staff region of origin or birth (place an “x” beside all options that apply): oceania	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

		Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Plan, implement, and evaluate an access to healthcare program	
	Spoken languages of staff, at home or at the LIP, other than English	Correlation Coefficient	.000	.076
		Sig. (2-tailed)	1.000	.718
		N	26	25
	Staff region of origin or birth (place an “x” beside all options that apply): africa	Correlation Coefficient	.109	-.332
		Sig. (2-tailed)	.598	.105
		N	26	25
	Staff region of origin or birth (place an “x” beside all options that apply): americas not including canada	Correlation Coefficient	-.432*	-.140
		Sig. (2-tailed)	.028	.505
		N	26	25
	Staff region of origin or birth (place an “x” beside all options that apply): canada	Correlation Coefficient	.231	.294
		Sig. (2-tailed)	.257	.154
		N	26	25
	Staff region of origin or birth (place an “x” beside all options that apply): asia	Correlation Coefficient	.012	.055
		Sig. (2-tailed)	.954	.795
		N	26	25
	Staff region of origin or birth (place an “x” beside all options that apply): europe	Correlation Coefficient	.301	.283
		Sig. (2-tailed)	.135	.170
		N	26	25
	Staff region of origin or birth (place an “x” beside all options that apply): oceania	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	26	25

Correlations

		Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Does your LIP work with organizations in the healthcare space. Ontario Health Teams
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	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)	Correlation Coefficient	-.596**
		Sig. (2-tailed)	<.001
		N	28
	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	Correlation Coefficient	-.484**
		Sig. (2-tailed)	.009
		N	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	-.399*
		Sig. (2-tailed)	.035
		N	28
		Correlation Coefficient	.515**
		Sig. (2-tailed)	.005
		N	28
		Correlation Coefficient	.467*
		Sig. (2-tailed)	.012
		N	28

Correlations

		Does your LIP work with organizations in the healthcare space. Public Health Ontario	Does your LIP work with organizations in the healthcare space. IRCC
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	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)	Correlation Coefficient	.174
		Sig. (2-tailed)	.377
		N	28
	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	Correlation Coefficient	-.014
		Sig. (2-tailed)	.945
		N	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.317
		Sig. (2-tailed)	.100
		N	28

Correlations

		Does your LIP work with organizations in the healthcare space. Public Health Unit	Does your LIP work with organizations in the healthcare space. Other
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	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)	Correlation Coefficient	.231
		Sig. (2-tailed)	.238
		N	28
	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	Correlation Coefficient	.090
		Sig. (2-tailed)	.649
		N	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.449 [*]
		Sig. (2-tailed)	.017
		N	28

Correlations

		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): 41 to 60
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	27
	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)	Correlation Coefficient	.203
		Sig. (2-tailed)	.311
		N	27
	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	Correlation Coefficient	.267
		Sig. (2-tailed)	.179
		N	27
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.178
		Sig. (2-tailed)	.373
		N	27
		Correlation Coefficient	.089
		Sig. (2-tailed)	.658
		N	27

Correlations

		Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Gender of LIP staff (place an "x" beside all options that apply): male
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	27
	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)	Correlation Coefficient	.229
		Sig. (2-tailed)	.250
		N	27
	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	Correlation Coefficient	.148
		Sig. (2-tailed)	.462
		N	27
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.243
		Sig. (2-tailed)	.222
		N	27
		Correlation Coefficient	.189
		Sig. (2-tailed)	.336
		N	28

Correlations

		Gender of LIP staff (place an "x" beside all options that apply): female	Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	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)	Correlation Coefficient	.230
		Sig. (2-tailed)	.238
		N	28
	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	Correlation Coefficient	.141
		Sig. (2-tailed)	.473
		N	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.244
		Sig. (2-tailed)	.211
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	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)	Correlation Coefficient	-.010
		Sig. (2-tailed)	.959
		N	28
	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	Correlation Coefficient	-.135
		Sig. (2-tailed)	.494
		N	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	-.107
		Sig. (2-tailed)	.588
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	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)	Correlation Coefficient	.230
		Sig. (2-tailed)	.513
		N	28
	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	Correlation Coefficient	.141
		Sig. (2-tailed)	.473
		N	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.244
		Sig. (2-tailed)	.453
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	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)	Correlation Coefficient	.332
		Sig. (2-tailed)	.084
		N	28
	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	Correlation Coefficient	.204
		Sig. (2-tailed)	.299
		N	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.351
		Sig. (2-tailed)	.067
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	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)	Correlation Coefficient	.230
		Sig. (2-tailed)	.796
		N	28
	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	Correlation Coefficient	.141
		Sig. (2-tailed)	.473
		N	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.244
		Sig. (2-tailed)	.846
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	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)	Correlation Coefficient	.230
		Sig. (2-tailed)	.238
		N	28
	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	Correlation Coefficient	.141
		Sig. (2-tailed)	.473
		N	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.244
		Sig. (2-tailed)	.211
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	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)	Correlation Coefficient	.230
		Sig. (2-tailed)	.953
		N	28
	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	Correlation Coefficient	.141
		Sig. (2-tailed)	.473
		N	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.244
		Sig. (2-tailed)	.151
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	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)	Correlation Coefficient	-.051
		Sig. (2-tailed)	.796
		N	28
	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	Correlation Coefficient	-.226
		Sig. (2-tailed)	.248
		N	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	-.038
		Sig. (2-tailed)	.846
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	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)	Correlation Coefficient	.129
		Sig. (2-tailed)	.513
		N	28
	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	Correlation Coefficient	.204
		Sig. (2-tailed)	.299
		N	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	-.055
		Sig. (2-tailed)	.779
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	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)	Correlation Coefficient	.243
		Sig. (2-tailed)	.422 [*]
		N	28
	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	Correlation Coefficient	.051
		Sig. (2-tailed)	.796
		N	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.046
		Sig. (2-tailed)	.815
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	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)	Correlation Coefficient	.332
		Sig. (2-tailed)	.084
		N	28
	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	Correlation Coefficient	.204
		Sig. (2-tailed)	.299
		N	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.351
		Sig. (2-tailed)	.067
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	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)	Correlation Coefficient	.230
		Sig. (2-tailed)	.238
		N	28
	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	Correlation Coefficient	.141
		Sig. (2-tailed)	.473
		N	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.244
		Sig. (2-tailed)	.211
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	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)	Correlation Coefficient	.230
		Sig. (2-tailed)	.238
		N	28
	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	Correlation Coefficient	.141
		Sig. (2-tailed)	.473
		N	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.244
		Sig. (2-tailed)	.211
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	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)	Correlation Coefficient	.230
		Sig. (2-tailed)	.796
		N	28
	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	Correlation Coefficient	-.226
		Sig. (2-tailed)	.248
		N	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	-.269
		Sig. (2-tailed)	.166
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	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)	Correlation Coefficient	.230
		Sig. (2-tailed)	.796
		N	28
	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	Correlation Coefficient	.141
		Sig. (2-tailed)	.473
		N	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.244
		Sig. (2-tailed)	.846
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Staff region of origin or birth (place an "x" beside all options that apply): africa
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	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)	Correlation Coefficient	-.051
		Sig. (2-tailed)	.796
		N	28
	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	Correlation Coefficient	.141
		Sig. (2-tailed)	.473
		N	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	-.038
		Sig. (2-tailed)	.846
		N	28

Correlations

		Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	Staff region of origin or birth (place an "x" beside all options that apply): canada
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	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)	Correlation Coefficient	-.011
		Sig. (2-tailed)	.956
		N	28
	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	Correlation Coefficient	-.206
		Sig. (2-tailed)	.293
		N	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	-.071
		Sig. (2-tailed)	.718
		N	28

Correlations

		Staff region of origin or birth (place an "x" beside all options that apply): asia	Staff region of origin or birth (place an "x" beside all options that apply): europe
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	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)	Correlation Coefficient	.295
		Sig. (2-tailed)	.127
		N	28
	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	Correlation Coefficient	.273
		Sig. (2-tailed)	.159
		N	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.444 [*]
		Sig. (2-tailed)	.018
		N	28
		Correlation Coefficient	.450 [*]
		Sig. (2-tailed)	.016
		N	28

Correlations

		Staff region of origin or birth (place an "x" beside all options that apply): oceania	Staff region of origin or birth (place an "x" beside all options that apply): other
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	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)	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	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	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28

Correlations

		Knowledge about issues that affect the health of immigrants/new comers (e.g., major causes of disease and death) via credible sources (e.g., professional bodies, peer-reviewed research)	Understand major social and economic environmental factors that impact access to and quality of health services within your community (e.g., education, income, social support, physical environment) and how these factors can influence immigrant health	
	Staff region of origin or birth (place an “x” beside all options that apply): other	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28
	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)	Correlation Coefficient	1.000	.747**
		Sig. (2-tailed)	.	<.001
		N	28	28
	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	Correlation Coefficient	.747**	1.000
		Sig. (2-tailed)	<.001	.
		N	28	28
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.731**	.656**	
	Sig. (2-tailed)	<.001	<.001	
	N	28	28	

Correlations

		Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Describe how cultural context influences perceptions of health and disease
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	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)	Correlation Coefficient	.731**
		Sig. (2-tailed)	<.001
		N	28
	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	Correlation Coefficient	.656**
		Sig. (2-tailed)	<.001
		N	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	1.000
		Sig. (2-tailed)	.
		N	28

Correlations

		Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	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)	Correlation Coefficient	.551**
		Sig. (2-tailed)	.002
		N	28
	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	Correlation Coefficient	.576**
		Sig. (2-tailed)	.001
		N	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.609**
		Sig. (2-tailed)	<.001
		N	28

Correlations

		Skills in policy analysis and policy development for immigrant access to healthcare services	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	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)	Correlation Coefficient	.404*
		Sig. (2-tailed)	.033
		N	28
	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	Correlation Coefficient	.500**
		Sig. (2-tailed)	.007
		N	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.529**
		Sig. (2-tailed)	.004
		N	28
		Correlation Coefficient	.593**
		Sig. (2-tailed)	.001
		N	27

Correlations

		Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	27
	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)	Correlation Coefficient	.550**
		Sig. (2-tailed)	.003
		N	27
	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	Correlation Coefficient	.564**
		Sig. (2-tailed)	.002
		N	27
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.596**
		Sig. (2-tailed)	.001
		N	27
		Correlation Coefficient	.460*
		Sig. (2-tailed)	.014
		N	28
		Correlation Coefficient	.508**
		Sig. (2-tailed)	.006
		N	28
		Correlation Coefficient	.597**
		Sig. (2-tailed)	<.001
		N	28

Correlations

		Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Develop approaches to gain access to immigrant communities served
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	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)	Correlation Coefficient	.468 [*]
		Sig. (2-tailed)	.012
		N	28
	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	Correlation Coefficient	.471 [*]
		Sig. (2-tailed)	.011
		N	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.537 ^{**}
		Sig. (2-tailed)	.003
		N	28

Correlations

		Demonstrate diplomacy and build trust with community partners working in the health sector	Skills to build coalitions to work collectively on access to healthcare issues
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	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)	Correlation Coefficient	.446*
		Sig. (2-tailed)	.017
		N	28
	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	Correlation Coefficient	.416*
		Sig. (2-tailed)	.028
		N	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.517**
		Sig. (2-tailed)	.005
		N	28
		Correlation Coefficient	.512**
		Sig. (2-tailed)	.005
		N	28
		Correlation Coefficient	.549**
		Sig. (2-tailed)	.002
		N	28
		Correlation Coefficient	.641**
		Sig. (2-tailed)	<.001
		N	28

Correlations

		Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	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)	Correlation Coefficient	.379 [*]
		Sig. (2-tailed)	.230
		N	28
	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	Correlation Coefficient	.386 [*]
		Sig. (2-tailed)	.251
		N	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.582 ^{**}
		Sig. (2-tailed)	.273
		N	28
		Correlation Coefficient	.047
		Sig. (2-tailed)	.238
		N	28

Correlations

		Skills for knowledge brokering	Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibilities and expertise represented by other groups that work in the healthcare space
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	28
	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)	Correlation Coefficient	.388*
		Sig. (2-tailed)	.041
		N	28
	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	Correlation Coefficient	.303
		Sig. (2-tailed)	.557**
		N	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.572**
		Sig. (2-tailed)	.001
		N	28
		Correlation Coefficient	.517**
		Sig. (2-tailed)	.005
		N	28

Correlations

			Apply leadership practices that support collaboration and team effectiveness	Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28
	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)	Correlation Coefficient	.234	.451 [*]
		Sig. (2-tailed)	.231	.016
		N	28	28
	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	Correlation Coefficient	.483 ^{**}	.441 [*]
		Sig. (2-tailed)	.009	.019
		N	28	28
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.423 [*]	.337
		Sig. (2-tailed)	.025	.080
		N	28	28

Correlations

		Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Plan, implement, and evaluate an access to healthcare program
	Staff region of origin or birth (place an "x" beside all options that apply): other	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	25
	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)	Correlation Coefficient	.336
		Sig. (2-tailed)	.438 [*]
		N	25
	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	Correlation Coefficient	.357
		Sig. (2-tailed)	.493 [*]
		N	25
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.331
		Sig. (2-tailed)	.547 ^{**}
		N	25

Correlations

		Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	-.220	.380*
		Sig. (2-tailed)	.260	.046
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	-.195	.500**
		Sig. (2-tailed)	.321	.007
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	-.060	.529**
		Sig. (2-tailed)	.762	.004
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	-.155	.513**
		Sig. (2-tailed)	.430	.005
		N	28	28
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	-.182	.569**
		Sig. (2-tailed)	.364	.002
		N	27	27

Correlations

			Does your LIP work with organizations in the healthcare space. Public Health Ontario	Does your LIP work with organizations in the healthcare space. IRCC
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	-.038	-.158
		Sig. (2-tailed)	.848	.421
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.115	-.217
		Sig. (2-tailed)	.561	.267
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.256	.189
		Sig. (2-tailed)	.188	.335
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.222	.216
		Sig. (2-tailed)	.255	.269
		N	28	28
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.186	.212
		Sig. (2-tailed)	.353	.289
		N	27	27

Correlations

			Does your LIP work with organizations in the healthcare space. Public Health Unit	Does your LIP work with organizations in the healthcare space. Other
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	-.021	.274
		Sig. (2-tailed)	.916	.158
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.092	.230
		Sig. (2-tailed)	.640	.239
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.000	.191
		Sig. (2-tailed)	1.000	.329
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.263	.153
		Sig. (2-tailed)	.176	.437
		N	28	28
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.225	.085
		Sig. (2-tailed)	.260	.672
		N	27	27

Correlations

			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): 41 to 60
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.250	-.201
		Sig. (2-tailed)	.208	.315
		N	27	27
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.134	.228
		Sig. (2-tailed)	.505	.253
		N	27	27
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.040	.039
		Sig. (2-tailed)	.842	.848
		N	27	27
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.000	-.054
		Sig. (2-tailed)	1.000	.788
		N	27	27
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	-.042	.012
		Sig. (2-tailed)	.838	.955
		N	26	26

Correlations

			Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Gender of LIP staff (place an "x" beside all options that apply): male
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	-.069	.175
		Sig. (2-tailed)	.731	.374
		N	27	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.053	-.083
		Sig. (2-tailed)	.795	.674
		N	27	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.200	-.037
		Sig. (2-tailed)	.316	.850
		N	27	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.039	.078
		Sig. (2-tailed)	.845	.692
		N	27	28
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.294	.050
		Sig. (2-tailed)	.144	.805
		N	26	27

Correlations

			Gender of LIP staff (place an "x" beside all options that apply): female	Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.	-.078
		Sig. (2-tailed)	.	.691
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.	.261
		Sig. (2-tailed)	.	.179
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.	.201
		Sig. (2-tailed)	.	.304
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.	.261
		Sig. (2-tailed)	.	.180
		N	28	28
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.	.290
		Sig. (2-tailed)	.	.142
		N	27	27

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.005	.235
		Sig. (2-tailed)	.979	.228
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.025	.050
		Sig. (2-tailed)	.901	.801
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.055	.201
		Sig. (2-tailed)	.781	.304
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	-.321	.050
		Sig. (2-tailed)	.096	.802
		N	28	28
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.033	.079
		Sig. (2-tailed)	.871	.695
		N	27	27

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.235	.339
		Sig. (2-tailed)	.228	.077
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.050	.224
		Sig. (2-tailed)	.801	.251
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	-.038	.118
		Sig. (2-tailed)	.849	.550
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.050	.072
		Sig. (2-tailed)	.802	.718
		N	28	28
	Skills to create opportunities to access federal decision- makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.079	.114
		Sig. (2-tailed)	.695	.571
		N	27	27

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.339	.113
		Sig. (2-tailed)	.077	.567
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.224	.072
		Sig. (2-tailed)	.251	.717
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.118	.118
		Sig. (2-tailed)	.550	.550
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.072	.224
		Sig. (2-tailed)	.718	.253
		N	28	28
	Skills to create opportunities to access federal decision- makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.266	.114
		Sig. (2-tailed)	.179	.571
		N	27	27

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.235	.235
		Sig. (2-tailed)	.228	.228
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.050	.050
		Sig. (2-tailed)	.801	.801
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	-.038	-.201
		Sig. (2-tailed)	.849	.304
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.050	-.161
		Sig. (2-tailed)	.802	.412
		N	28	28
	Skills to create opportunities to access federal decision- makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.079	-.145
		Sig. (2-tailed)	.695	.470
		N	27	27

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.235	.113
		Sig. (2-tailed)	.228	.567
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.050	.224
		Sig. (2-tailed)	.801	.251
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	-.038	.118
		Sig. (2-tailed)	.849	.550
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.050	.224
		Sig. (2-tailed)	.802	.253
		N	28	28
	Skills to create opportunities to access federal decision- makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.079	-.048
		Sig. (2-tailed)	.695	.814
		N	27	27

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.235	-.071
		Sig. (2-tailed)	.228	.720
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.050	.130
		Sig. (2-tailed)	.801	.511
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	-.038	.256
		Sig. (2-tailed)	.849	.188
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.050	.073
		Sig. (2-tailed)	.802	.712
		N	28	28
	Skills to create opportunities to access federal decision- makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.079	.204
		Sig. (2-tailed)	.695	.308
		N	27	27

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	-.078	.235
		Sig. (2-tailed)	.691	.228
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.261	.261
		Sig. (2-tailed)	.179	.179
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.201	.201
		Sig. (2-tailed)	.304	.304
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.261	.050
		Sig. (2-tailed)	.180	.802
		N	28	28
	Skills to create opportunities to access federal decision- makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	-.145	.079
		Sig. (2-tailed)	.470	.695
		N	27	27

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.113	-.078
		Sig. (2-tailed)	.567	.691
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.224	-.174
		Sig. (2-tailed)	.251	.375
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.000	-.201
		Sig. (2-tailed)	1.000	.304
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.072	-.161
		Sig. (2-tailed)	.718	.412
		N	28	28
	Skills to create opportunities to access federal decision- makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.114	-.145
		Sig. (2-tailed)	.571	.470
		N	27	27

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	-.071	.114
		Sig. (2-tailed)	.720	.563
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.028	.223
		Sig. (2-tailed)	.887	.254
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.000	.177
		Sig. (2-tailed)	1.000	.368
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	-.118	.018
		Sig. (2-tailed)	.550	.927
		N	28	28
	Skills to create opportunities to access federal decision- makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	-.096	.186
		Sig. (2-tailed)	.633	.353
		N	27	27

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	-.113	-.141
		Sig. (2-tailed)	.567	.473
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.072	.217
		Sig. (2-tailed)	.717	.268
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.118	-.023
		Sig. (2-tailed)	.550	.909
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	-.080	.089
		Sig. (2-tailed)	.684	.651
		N	28	28
	Skills to create opportunities to access federal decision- makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.114	.143
		Sig. (2-tailed)	.571	.478
		N	27	27

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	-.078	-.078
		Sig. (2-tailed)	.691	.691
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.261	.261
		Sig. (2-tailed)	.179	.179
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.201	.201
		Sig. (2-tailed)	.304	.304
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.261	.261
		Sig. (2-tailed)	.180	.180
		N	28	28
	Skills to create opportunities to access federal decision- makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.290	.290
		Sig. (2-tailed)	.142	.142
		N	27	27

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	-.078	-.078
		Sig. (2-tailed)	.691	.691
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.261	.261
		Sig. (2-tailed)	.179	.179
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.201	.201
		Sig. (2-tailed)	.304	.304
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.261	.261
		Sig. (2-tailed)	.180	.180
		N	28	28
	Skills to create opportunities to access federal decision- makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.290	.290
		Sig. (2-tailed)	.142	.142
		N	27	27

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	-.078	-.301
		Sig. (2-tailed)	.691	.120
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.261	-.311
		Sig. (2-tailed)	.179	.107
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.201	-.201
		Sig. (2-tailed)	.304	.304
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.261	-.161
		Sig. (2-tailed)	.180	.412
		N	28	28
	Skills to create opportunities to access federal decision- makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.290	-.290
		Sig. (2-tailed)	.142	.142
		N	27	27

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.235	.235
		Sig. (2-tailed)	.228	.228
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.261	.261
		Sig. (2-tailed)	.179	.179
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.201	-.038
		Sig. (2-tailed)	.304	.849
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.050	.050
		Sig. (2-tailed)	.802	.802
		N	28	28
	Skills to create opportunities to access federal decision- makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.290	-.145
		Sig. (2-tailed)	.142	.470
		N	27	27

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Staff region of origin or birth (place an "x" beside all options that apply): africa
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	-.078	.130
		Sig. (2-tailed)	.691	.510
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	-.174	-.203
		Sig. (2-tailed)	.375	.301
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	-.315	-.155
		Sig. (2-tailed)	.103	.431
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	-.161	-.044
		Sig. (2-tailed)	.412	.823
		N	28	28
	Skills to create opportunities to access federal decision- makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	-.290	-.021
		Sig. (2-tailed)	.142	.917
		N	27	27

Correlations

			Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	Staff region of origin or birth (place an "x" beside all options that apply): canada
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	-.219	.118
		Sig. (2-tailed)	.264	.550
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	-.016	.205
		Sig. (2-tailed)	.936	.296
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	-.189	.340
		Sig. (2-tailed)	.336	.076
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	-.059	.415*
		Sig. (2-tailed)	.767	.028
		N	28	28
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	-.273	.344
		Sig. (2-tailed)	.168	.079
		N	27	27

Correlations

			Staff region of origin or birth (place an "x" beside all options that apply): asia	Staff region of origin or birth (place an "x" beside all options that apply): europe
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	-.029	.437*
		Sig. (2-tailed)	.883	.020
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.148	.422*
		Sig. (2-tailed)	.452	.025
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.169	.329
		Sig. (2-tailed)	.391	.087
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.268	.059
		Sig. (2-tailed)	.168	.767
		N	28	28
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.210	.402*
		Sig. (2-tailed)	.294	.038
		N	27	27

Correlations

			Staff region of origin or birth (place an "x" beside all options that apply): oceania	Staff region of origin or birth (place an "x" beside all options that apply): other
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	27	27

Correlations

			Knowledge about issues that affect the health of immigrants/new comers (e.g., major causes of disease and death) via credible sources (e.g., professional bodies, peer-reviewed research)	Understand major social and economic environmental factors that impact access to and quality of health services within your community (e.g., education, income, social support, physical environment) and how these factors can influence immigrant health
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.322	.582**
		Sig. (2-tailed)	.094	.001
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.551**	.576**
		Sig. (2-tailed)	.002	.001
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.517**	.525**
		Sig. (2-tailed)	.005	.004
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.404*	.500**
		Sig. (2-tailed)	.033	.007
		N	28	28
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.593**	.594**
		Sig. (2-tailed)	.001	.001
		N	27	27

Correlations

			Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Describe how cultural context influences perceptions of health and disease
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.331	1.000
		Sig. (2-tailed)	.085	.
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.609**	.495**
		Sig. (2-tailed)	<.001	.007
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.555**	.370
		Sig. (2-tailed)	.002	.052
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.529**	.317
		Sig. (2-tailed)	.004	.100
		N	28	28
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.669**	.406*
		Sig. (2-tailed)	<.001	.035
		N	27	27

Correlations

			Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.495**	.370
		Sig. (2-tailed)	.007	.052
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	1.000	.693**
		Sig. (2-tailed)	.	<.001
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.693**	1.000
		Sig. (2-tailed)	<.001	.
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.524**	.709**
		Sig. (2-tailed)	.004	<.001
		N	28	28
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.511**	.774**
		Sig. (2-tailed)	.006	<.001
		N	27	27

Correlations

			Skills in policy analysis and policy development for immigrant access to healthcare services	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.317	.406*
		Sig. (2-tailed)	.100	.035
		N	28	27
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.524**	.511**
		Sig. (2-tailed)	.004	.006
		N	28	27
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.709**	.774**
		Sig. (2-tailed)	<.001	<.001
		N	28	27
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	1.000	.731**
		Sig. (2-tailed)	.	<.001
		N	28	27
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.731**	1.000
		Sig. (2-tailed)	<.001	.
		N	27	27

Correlations

			Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.439 [*]	.406 [*]
		Sig. (2-tailed)	.022	.032
		N	27	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.441 [*]	.542 ^{**}
		Sig. (2-tailed)	.021	.003
		N	27	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.663 ^{**}	.761 ^{**}
		Sig. (2-tailed)	<.001	<.001
		N	27	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.625 ^{**}	.593 ^{**}
		Sig. (2-tailed)	<.001	<.001
		N	27	28
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.931 ^{**}	.718 ^{**}
		Sig. (2-tailed)	<.001	<.001
		N	27	27

Correlations

			Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Develop approaches to gain access to immigrant communities served
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.222	.519**
		Sig. (2-tailed)	.257	.005
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.441*	.316
		Sig. (2-tailed)	.019	.101
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.698**	.446*
		Sig. (2-tailed)	<.001	.017
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.690**	.430*
		Sig. (2-tailed)	<.001	.023
		N	28	28
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.725**	.746**
		Sig. (2-tailed)	<.001	<.001
		N	27	27

Correlations

			Demonstrate diplomacy and build trust with community partners working in the health sector	Skills to build coalitions to work collectively on access to healthcare issues
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.426 [*]	.378 [*]
		Sig. (2-tailed)	.024	.047
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.492 ^{**}	.444 [*]
		Sig. (2-tailed)	.008	.018
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.721 ^{**}	.612 ^{**}
		Sig. (2-tailed)	<.001	<.001
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.620 ^{**}	.526 ^{**}
		Sig. (2-tailed)	<.001	.004
		N	28	28
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.676 ^{**}	.649 ^{**}
		Sig. (2-tailed)	<.001	<.001
		N	27	27

Correlations

			Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.241	.433 [*]
		Sig. (2-tailed)	.217	.021
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.553 ^{**}	.439 [*]
		Sig. (2-tailed)	.002	.019
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.804 ^{**}	.476 [*]
		Sig. (2-tailed)	<.001	.011
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.436 [*]	.436 [*]
		Sig. (2-tailed)	.020	.020
		N	28	28
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.665 ^{**}	.503 ^{**}
		Sig. (2-tailed)	<.001	.007
		N	27	27

Correlations

			Skills for knowledge brokering	Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibilities and expertise represented by other groups that work in the healthcare space
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.430 [*]	.516 ^{**}
		Sig. (2-tailed)	.022	.005
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.398 [*]	.557 ^{**}
		Sig. (2-tailed)	.036	.002
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.425 [*]	.620 ^{**}
		Sig. (2-tailed)	.024	<.001
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.508 ^{**}	.438 [*]
		Sig. (2-tailed)	.006	.020
		N	28	28
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.386 [*]	.442 [*]
		Sig. (2-tailed)	.047	.021
		N	27	27

Correlations

			Apply leadership practices that support collaboration and team effectiveness	Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.546**	.490**
		Sig. (2-tailed)	.003	.008
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.554**	.595**
		Sig. (2-tailed)	.002	<.001
		N	28	28
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.725**	.759**
		Sig. (2-tailed)	<.001	<.001
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.518**	.553**
		Sig. (2-tailed)	.005	.002
		N	28	28
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.486*	.652**
		Sig. (2-tailed)	.010	<.001
		N	27	27

Correlations

			Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Plan, implement, and evaluate an access to healthcare program
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.389 [*]	.419 [*]
		Sig. (2-tailed)	.049	.037
		N	26	25
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.126	.501 [*]
		Sig. (2-tailed)	.539	.011
		N	26	25
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.202	.463 [*]
		Sig. (2-tailed)	.323	.020
		N	26	25
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.178	.348
		Sig. (2-tailed)	.385	.089
		N	26	25
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.532 ^{**}	.614 ^{**}
		Sig. (2-tailed)	.006	.001
		N	25	24

Correlations

		Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Does your LIP work with organizations in the healthcare space. Ontario Health Teams	
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	-.201	.632**
		Sig. (2-tailed)	.316	<.001
		N	27	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	-.198	.733**
		Sig. (2-tailed)	.312	<.001
		N	28	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	-.224	.604**
		Sig. (2-tailed)	.251	<.001
		N	28	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	-.117	.481**
		Sig. (2-tailed)	.555	.010
		N	28	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	-.174	.502**
		Sig. (2-tailed)	.375	.007
		N	28	28

Correlations

			Does your LIP work with organizations in the healthcare space. Public Health Ontario	Does your LIP work with organizations in the healthcare space. IRCC
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.146	.229
		Sig. (2-tailed)	.467	.251
		N	27	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.318	.267
		Sig. (2-tailed)	.099	.169
		N	28	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.364	.390*
		Sig. (2-tailed)	.057	.040
		N	28	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	-.119	.169
		Sig. (2-tailed)	.547	.390
		N	28	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.153	.236
		Sig. (2-tailed)	.437	.226
		N	28	28

Correlations

		Does your LIP work with organizations in the healthcare space. Public Health Unit	Does your LIP work with organizations in the healthcare space. Other
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.167
		Sig. (2-tailed)	.406
		N	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.105
		Sig. (2-tailed)	.597
		N	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	-.072
		Sig. (2-tailed)	.714
		N	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.130
		Sig. (2-tailed)	.509
		N	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.122
		Sig. (2-tailed)	.537
		N	28
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.124
		Sig. (2-tailed)	.538
		N	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.405*
		Sig. (2-tailed)	.033
		N	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.275
		Sig. (2-tailed)	.157
		N	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	-.080
		Sig. (2-tailed)	.687
		N	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.189
		Sig. (2-tailed)	.337
		N	28

Correlations

			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): 41 to 60
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	-.008	-.035
		Sig. (2-tailed)	.968	.867
		N	26	26
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.050	.057
		Sig. (2-tailed)	.804	.776
		N	27	27
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	-.062	-.146
		Sig. (2-tailed)	.760	.469
		N	27	27
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.165	.000
		Sig. (2-tailed)	.410	1.000
		N	27	27
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.250	.057
		Sig. (2-tailed)	.209	.776
		N	27	27

Correlations

			Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Gender of LIP staff (place an "x" beside all options that apply): male
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.263	.114
		Sig. (2-tailed)	.195	.573
		N	26	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.194	.049
		Sig. (2-tailed)	.331	.805
		N	27	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.147	.203
		Sig. (2-tailed)	.466	.301
		N	27	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.179	.249
		Sig. (2-tailed)	.373	.201
		N	27	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.139	.298
		Sig. (2-tailed)	.490	.123
		N	27	28

Correlations

		Gender of LIP staff (place an "x" beside all options that apply): female	Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.261
		Sig. (2-tailed)	.188
		N	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.197
		Sig. (2-tailed)	.315
		N	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.150
		Sig. (2-tailed)	.446
		N	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.181
		Sig. (2-tailed)	.357
		N	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.143
		Sig. (2-tailed)	.466
		N	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English	
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.049	.065
		Sig. (2-tailed)	.810	.746
		N	27	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	-.110	-.131
		Sig. (2-tailed)	.579	.505
		N	28	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	-.266	.150
		Sig. (2-tailed)	.172	.446
		N	28	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.149	.181
		Sig. (2-tailed)	.450	.357
		N	28	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.034	.143
		Sig. (2-tailed)	.863	.466
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.065	.094
		Sig. (2-tailed)	.746	.640
		N	27	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	-.131	.047
		Sig. (2-tailed)	.505	.811
		N	28	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.150	.216
		Sig. (2-tailed)	.446	.269
		N	28	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.181	.261
		Sig. (2-tailed)	.357	.180
		N	28	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.143	.207
		Sig. (2-tailed)	.466	.291
		N	28	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English	
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.236	-.057
		Sig. (2-tailed)	.237	.779
		N	27	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.047	-.189
		Sig. (2-tailed)	.811	.334
		N	28	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.216	.216
		Sig. (2-tailed)	.269	.269
		N	28	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.261	-.056
		Sig. (2-tailed)	.180	.778
		N	28	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.207	.207
		Sig. (2-tailed)	.291	.291
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.065	-.144
		Sig. (2-tailed)	.746	.475
		N	27	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	-.131	-.131
		Sig. (2-tailed)	.505	.505
		N	28	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.150	-.314
		Sig. (2-tailed)	.446	.104
		N	28	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.181	-.090
		Sig. (2-tailed)	.357	.647
		N	28	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.143	-.258
		Sig. (2-tailed)	.466	.185
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.065	-.057
		Sig. (2-tailed)	.746	.779
		N	27	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	-.131	.047
		Sig. (2-tailed)	.505	.811
		N	28	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.150	.216
		Sig. (2-tailed)	.446	.269
		N	28	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.181	-.056
		Sig. (2-tailed)	.357	.778
		N	28	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.143	.207
		Sig. (2-tailed)	.466	.291
		N	28	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English	
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.065	.166
		Sig. (2-tailed)	.746	.407
		N	27	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	-.131	.238
		Sig. (2-tailed)	.505	.223
		N	28	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.150	.056
		Sig. (2-tailed)	.446	.779
		N	28	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.181	.123
		Sig. (2-tailed)	.357	.534
		N	28	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.143	.208
		Sig. (2-tailed)	.466	.289
		N	28	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English	
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	-.144	.065
		Sig. (2-tailed)	.475	.746
		N	27	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.197	.197
		Sig. (2-tailed)	.315	.315
		N	28	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.150	.150
		Sig. (2-tailed)	.446	.446
		N	28	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	-.258	.181
		Sig. (2-tailed)	.184	.357
		N	28	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.143	.143
		Sig. (2-tailed)	.466	.466
		N	28	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English	
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.094	-.144
		Sig. (2-tailed)	.640	.475
		N	27	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.047	-.131
		Sig. (2-tailed)	.811	.505
		N	28	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.216	-.164
		Sig. (2-tailed)	.269	.405
		N	28	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.261	.181
		Sig. (2-tailed)	.180	.357
		N	28	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.207	.143
		Sig. (2-tailed)	.291	.466
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	-.044	.146
		Sig. (2-tailed)	.826	.467
		N	27	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.089	.159
		Sig. (2-tailed)	.652	.418
		N	28	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	-.086	.139
		Sig. (2-tailed)	.662	.481
		N	28	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.169	-.169
		Sig. (2-tailed)	.389	.390
		N	28	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.208	-.042
		Sig. (2-tailed)	.289	.833
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.236	.236
		Sig. (2-tailed)	.237	.237
		N	27	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.284	.158
		Sig. (2-tailed)	.143	.423
		N	28	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.216	.270
		Sig. (2-tailed)	.269	.164
		N	28	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	-.130	.163
		Sig. (2-tailed)	.509	.408
		N	28	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	-.083	.017
		Sig. (2-tailed)	.676	.931
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.261	.261
		Sig. (2-tailed)	.188	.188
		N	27	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.197	.197
		Sig. (2-tailed)	.315	.315
		N	28	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.150	.150
		Sig. (2-tailed)	.446	.446
		N	28	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.181	.181
		Sig. (2-tailed)	.357	.357
		N	28	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.143	.143
		Sig. (2-tailed)	.466	.466
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.261	.261
		Sig. (2-tailed)	.188	.188
		N	27	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.197	.197
		Sig. (2-tailed)	.315	.315
		N	28	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.150	.150
		Sig. (2-tailed)	.446	.446
		N	28	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.181	.181
		Sig. (2-tailed)	.357	.357
		N	28	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.143	.143
		Sig. (2-tailed)	.466	.466
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.261	-.300
		Sig. (2-tailed)	.188	.128
		N	27	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.197	-.315
		Sig. (2-tailed)	.315	.102
		N	28	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.150	-.164
		Sig. (2-tailed)	.446	.405
		N	28	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.181	-.258
		Sig. (2-tailed)	.357	.184
		N	28	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.143	-.258
		Sig. (2-tailed)	.466	.185
		N	28	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English	
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.261	-.144
		Sig. (2-tailed)	.188	.475
		N	27	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.197	-.131
		Sig. (2-tailed)	.315	.505
		N	28	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.150	-.164
		Sig. (2-tailed)	.446	.405
		N	28	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.181	-.258
		Sig. (2-tailed)	.357	.184
		N	28	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.143	-.258
		Sig. (2-tailed)	.466	.185
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Staff region of origin or birth (place an "x" beside all options that apply): africa
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	-.300	.073
		Sig. (2-tailed)	.128	.716
		N	27	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	-.131	-.225
		Sig. (2-tailed)	.505	.251
		N	28	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	-.314	-.141
		Sig. (2-tailed)	.104	.474
		N	28	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	-.258	.082
		Sig. (2-tailed)	.184	.678
		N	28	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	-.258	-.125
		Sig. (2-tailed)	.185	.525
		N	28	28

Correlations

			Staff region of origin or birth (place an “x” beside all options that apply): americas not including canada	Staff region of origin or birth (place an “x” beside all options that apply): canada
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	-.231	.174
		Sig. (2-tailed)	.247	.386
		N	27	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	-.113	.202
		Sig. (2-tailed)	.568	.302
		N	28	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.117	.340
		Sig. (2-tailed)	.553	.076
		N	28	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	-.061	.370
		Sig. (2-tailed)	.758	.053
		N	28	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.086	.548**
		Sig. (2-tailed)	.663	.003
		N	28	28

Correlations

			Staff region of origin or birth (place an "x" beside all options that apply): asia	Staff region of origin or birth (place an "x" beside all options that apply): europe
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.222	.350
		Sig. (2-tailed)	.265	.073
		N	27	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.220	.310
		Sig. (2-tailed)	.261	.109
		N	28	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.320	.117
		Sig. (2-tailed)	.097	.553
		N	28	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.144	.426 [*]
		Sig. (2-tailed)	.464	.024
		N	28	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.395 [*]	.258
		Sig. (2-tailed)	.038	.185
		N	28	28

Correlations

			Staff region of origin or birth (place an "x" beside all options that apply): oceania	Staff region of origin or birth (place an "x" beside all options that apply): other
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	27	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

		Knowledge about issues that affect the health of immigrants/newcomers (e.g., major causes of disease and death) via credible sources (e.g., professional bodies, peer-reviewed research)	Understand major social and economic environmental factors that impact access to and quality of health services within your community (e.g., education, income, social support, physical environment) and how these factors can influence immigrant health
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.550**	.564**
	Sig. (2-tailed)	.003	.002
	N	27	27
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.460*	.508**
	Sig. (2-tailed)	.014	.006
	N	28	28
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.468*	.471*
	Sig. (2-tailed)	.012	.011
	N	28	28
Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.342	.422*
	Sig. (2-tailed)	.075	.025
	N	28	28
Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.446*	.416*
	Sig. (2-tailed)	.017	.028
	N	28	28

Correlations

			Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Describe how cultural context influences perceptions of health and disease
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.596**	.439*
		Sig. (2-tailed)	.001	.022
		N	27	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.597**	.406*
		Sig. (2-tailed)	<.001	.032
		N	28	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.537**	.222
		Sig. (2-tailed)	.003	.257
		N	28	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.375*	.519**
		Sig. (2-tailed)	.049	.005
		N	28	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.517**	.426*
		Sig. (2-tailed)	.005	.024
		N	28	28

Correlations

		Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e. g., Ministries, departments, corporations)	
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.441*	.663**
		Sig. (2-tailed)	.021	<.001
		N	27	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.542**	.761**
		Sig. (2-tailed)	.003	<.001
		N	28	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.441*	.698**
		Sig. (2-tailed)	.019	<.001
		N	28	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.316	.446*
		Sig. (2-tailed)	.101	.017
		N	28	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.492**	.721**
		Sig. (2-tailed)	.008	<.001
		N	28	28

Correlations

			Skills in policy analysis and policy development for immigrant access to healthcare services	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.625**	.931**
		Sig. (2-tailed)	<.001	<.001
		N	27	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.593**	.718**
		Sig. (2-tailed)	<.001	<.001
		N	28	27
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.690**	.725**
		Sig. (2-tailed)	<.001	<.001
		N	28	27
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.430*	.746**
		Sig. (2-tailed)	.023	<.001
		N	28	27
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.620**	.676**
		Sig. (2-tailed)	<.001	<.001
		N	28	27

Correlations

		Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	1.000
		Sig. (2-tailed)	.775**
		N	<.001
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.775**
		Sig. (2-tailed)	1.000
		N	<.001
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.673**
		Sig. (2-tailed)	.671**
		N	<.001
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.753**
		Sig. (2-tailed)	.515**
		N	.005
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.567**
		Sig. (2-tailed)	.611**
		N	<.001
		Correlation Coefficient	.673**
		Sig. (2-tailed)	.671**
		N	<.001

Correlations

		Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Develop approaches to gain access to immigrant communities served
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.673**	.753**
	Sig. (2-tailed)	<.001	<.001
	N	27	27
	Correlation Coefficient	.671**	.515**
	Sig. (2-tailed)	<.001	.005
	N	28	28
	Correlation Coefficient	1.000	.454*
	Sig. (2-tailed)	.	.015
	N	28	28
Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.454*	1.000
	Sig. (2-tailed)	.015	.
	N	28	28
Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.682**	.710**
	Sig. (2-tailed)	<.001	<.001
	N	28	28

Correlations

			Demonstrate diplomacy and build trust with community partners working in the health sector	Skills to build coalitions to work collectively on access to healthcare issues
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.567**	.597**
		Sig. (2-tailed)	.002	.001
		N	27	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.611**	.678**
		Sig. (2-tailed)	<.001	<.001
		N	28	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.682**	.665**
		Sig. (2-tailed)	<.001	<.001
		N	28	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.710**	.616**
		Sig. (2-tailed)	<.001	<.001
		N	28	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	1.000	.837**
		Sig. (2-tailed)	.	<.001
		N	28	28

Correlations

			Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.537**	.400*
		Sig. (2-tailed)	.004	.039
		N	27	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.697**	.356
		Sig. (2-tailed)	<.001	.063
		N	28	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.607**	.414*
		Sig. (2-tailed)	<.001	.029
		N	28	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.411*	.696**
		Sig. (2-tailed)	.030	<.001
		N	28	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.658**	.764**
		Sig. (2-tailed)	<.001	<.001
		N	28	28

Correlations

			Skills for knowledge brokering	Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibilities and expertise represented by other groups that work in the healthcare space
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.292	.411 [*]
		Sig. (2-tailed)	.140	.033
		N	27	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.465 [*]	.675 ^{**}
		Sig. (2-tailed)	.013	<.001
		N	28	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.364	.336
		Sig. (2-tailed)	.057	.080
		N	28	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.378 [*]	.318
		Sig. (2-tailed)	.047	.099
		N	28	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.566 ^{**}	.519 ^{**}
		Sig. (2-tailed)	.002	.005
		N	28	28

Correlations

		Apply leadership practices that support collaboration and team effectiveness	Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.377	.571**
		Sig. (2-tailed)	.053	.002
		N	27	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.574**	.568**
		Sig. (2-tailed)	.001	.002
		N	28	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.575**	.622**
		Sig. (2-tailed)	.001	<.001
		N	28	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.308	.533**
		Sig. (2-tailed)	.111	.004
		N	28	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.604**	.645**
		Sig. (2-tailed)	<.001	<.001
		N	28	28

Correlations

		Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Plan, implement, and evaluate an access to healthcare program
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.581**	.488*
	Sig. (2-tailed)	.002	.016
	N	25	24
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.323	.395
	Sig. (2-tailed)	.108	.050
	N	26	25
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.077	.269
	Sig. (2-tailed)	.710	.194
	N	26	25
Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.591**	.500*
	Sig. (2-tailed)	.001	.011
	N	26	25
Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.279	.423*
	Sig. (2-tailed)	.168	.035
	N	26	25

Correlations

			Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Does your LIP work with organizations in the healthcare space. Ontario Health Teams
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	-.259	.491**
		Sig. (2-tailed)	.184	.008
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	-.012	.377*
		Sig. (2-tailed)	.950	.048
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.134	.294
		Sig. (2-tailed)	.498	.130
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	-.180	.317
		Sig. (2-tailed)	.360	.100
		N	28	28

Correlations

			Does your LIP work with organizations in the healthcare space. Public Health Ontario	Does your LIP work with organizations in the healthcare space. IRCC
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.291	.349
		Sig. (2-tailed)	.133	.069
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.415 [*]	.191
		Sig. (2-tailed)	.028	.329
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.127	-.127
		Sig. (2-tailed)	.518	.518
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.138	.039
		Sig. (2-tailed)	.485	.843
		N	28	28

Correlations

			Does your LIP work with organizations in the healthcare space. Public Health Unit	Does your LIP work with organizations in the healthcare space. Other
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.191	.296
		Sig. (2-tailed)	.330	.126
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.049	.200
		Sig. (2-tailed)	.805	.307
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.139	.054
		Sig. (2-tailed)	.479	.785
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.452 [*]	.233
		Sig. (2-tailed)	.016	.232
		N	28	28

Correlations

			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): 41 to 60
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.246	-.020
		Sig. (2-tailed)	.216	.920
		N	27	27
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.067	-.035
		Sig. (2-tailed)	.738	.863
		N	27	27
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.230	.038
		Sig. (2-tailed)	.249	.851
		N	27	27
	Skills for knowledge brokering	Correlation Coefficient	.060	.059
		Sig. (2-tailed)	.765	.769
		N	27	27

Correlations

			Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Gender of LIP staff (place an "x" beside all options that apply): male
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.115	.445*
		Sig. (2-tailed)	.569	.018
		N	27	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.168	.088
		Sig. (2-tailed)	.401	.656
		N	27	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.138	.195
		Sig. (2-tailed)	.494	.320
		N	27	28
	Skills for knowledge brokering	Correlation Coefficient	-.157	-.105
		Sig. (2-tailed)	.433	.593
		N	27	28

Correlations

			Gender of LIP staff (place an "x" beside all options that apply): female	Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.	.120
		Sig. (2-tailed)	.	.543
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.	.171
		Sig. (2-tailed)	.	.384
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.	.131
		Sig. (2-tailed)	.	.505
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.	.203
		Sig. (2-tailed)	.	.301
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	-.095	.120
		Sig. (2-tailed)	.629	.543
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.115	.171
		Sig. (2-tailed)	.560	.384
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.157	.131
		Sig. (2-tailed)	.426	.505
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	-.226	-.162
		Sig. (2-tailed)	.248	.409
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.120	.173
		Sig. (2-tailed)	.543	.379
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	-.132	.028
		Sig. (2-tailed)	.504	.886
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.131	.189
		Sig. (2-tailed)	.505	.334
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.203	.029
		Sig. (2-tailed)	.301	.883
		N	28	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.173
		Sig. (2-tailed)	.379
		N	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.028
		Sig. (2-tailed)	.886
		N	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.189
		Sig. (2-tailed)	.334
		N	28
	Skills for knowledge brokering	Correlation Coefficient	.292
		Sig. (2-tailed)	.131
		N	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.120	-.240
		Sig. (2-tailed)	.543	.219
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	-.132	-.132
		Sig. (2-tailed)	.504	.504
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.131	.131
		Sig. (2-tailed)	.505	.505
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.203	.203
		Sig. (2-tailed)	.301	.301
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.120	.173
		Sig. (2-tailed)	.543	.379
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	-.132	.028
		Sig. (2-tailed)	.504	.886
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.131	.189
		Sig. (2-tailed)	.505	.334
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.203	.292
		Sig. (2-tailed)	.301	.131
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.120	.163
		Sig. (2-tailed)	.543	.408
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	-.132	.328
		Sig. (2-tailed)	.504	.089
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.131	.178
		Sig. (2-tailed)	.505	.364
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.203	.055
		Sig. (2-tailed)	.301	.781
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.120	.120
		Sig. (2-tailed)	.543	.543
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.171	.171
		Sig. (2-tailed)	.384	.384
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.131	.131
		Sig. (2-tailed)	.505	.505
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.203	-.162
		Sig. (2-tailed)	.301	.409
		N	28	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English	
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.173	.120
		Sig. (2-tailed)	.379	.543
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.028	-.132
		Sig. (2-tailed)	.886	.504
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.189	.131
		Sig. (2-tailed)	.334	.505
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	-.234	.203
		Sig. (2-tailed)	.231	.301
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.109	.116
		Sig. (2-tailed)	.582	.556
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	-.024	.268
		Sig. (2-tailed)	.904	.168
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.000	-.064
		Sig. (2-tailed)	1.000	.747
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.128	.315
		Sig. (2-tailed)	.515	.103
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.173	.216
		Sig. (2-tailed)	.379	.270
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.247	.126
		Sig. (2-tailed)	.206	.521
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	-.379 [*]	.000
		Sig. (2-tailed)	.047	1.000
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.029	-.073
		Sig. (2-tailed)	.883	.712
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.120	.120
		Sig. (2-tailed)	.543	.543
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.171	.171
		Sig. (2-tailed)	.384	.384
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.131	.131
		Sig. (2-tailed)	.505	.505
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.203	.203
		Sig. (2-tailed)	.301	.301
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.120	.120
		Sig. (2-tailed)	.543	.543
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.171	.171
		Sig. (2-tailed)	.384	.384
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.131	.131
		Sig. (2-tailed)	.505	.505
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.203	.203
		Sig. (2-tailed)	.301	.301
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.120	-.360
		Sig. (2-tailed)	.543	.060
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.171	-.303
		Sig. (2-tailed)	.384	.117
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.131	-.263
		Sig. (2-tailed)	.505	.176
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.203	-.162
		Sig. (2-tailed)	.301	.409
		N	28	28

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.120	-.360
		Sig. (2-tailed)	.543	.060
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.171	-.303
		Sig. (2-tailed)	.384	.117
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.131	-.263
		Sig. (2-tailed)	.505	.176
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.203	-.162
		Sig. (2-tailed)	.301	.409
		N	28	28

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Staff region of origin or birth (place an "x" beside all options that apply): africa	
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.120	-.238
		Sig. (2-tailed)	.543	.222
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	-.132	-.314
		Sig. (2-tailed)	.504	.104
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	-.394 [*]	.000
		Sig. (2-tailed)	.038	1.000
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	-.162	-.081
		Sig. (2-tailed)	.409	.683
		N	28	28

Correlations

			Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	Staff region of origin or birth (place an "x" beside all options that apply): canada
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.000	.446*
		Sig. (2-tailed)	1.000	.018
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	-.209	.300
		Sig. (2-tailed)	.286	.120
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.056	.349
		Sig. (2-tailed)	.776	.069
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.052	.258
		Sig. (2-tailed)	.792	.185
		N	28	28

Correlations

		Staff region of origin or birth (place an "x" beside all options that apply): asia	Staff region of origin or birth (place an "x" beside all options that apply): europe
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.447*
		Sig. (2-tailed)	.017
		N	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.201
		Sig. (2-tailed)	.305
		N	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.342
		Sig. (2-tailed)	.074
		N	28
	Skills for knowledge brokering	Correlation Coefficient	.394*
		Sig. (2-tailed)	.038
		N	28
		Correlation Coefficient	.302
		Sig. (2-tailed)	.296
		N	.127
		Correlation Coefficient	.118
		Sig. (2-tailed)	.28
		N	28

Correlations

			Staff region of origin or birth (place an "x" beside all options that apply): oceania	Staff region of origin or birth (place an "x" beside all options that apply): other
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.	.
		Sig. (2-tailed)	.	.
		N	28	28

Correlations

			Knowledge about issues that affect the health of immigrants/new comers (e.g., major causes of disease and death) via credible sources (e.g., professional bodies, peer-reviewed research)	Understand major social and economic environmental factors that impact access to and quality of health services within your community (e.g., education, income, social support, physical environment) and how these factors can influence immigrant health
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.512**	.549**
		Sig. (2-tailed)	.005	.002
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.379*	.386*
		Sig. (2-tailed)	.047	.043
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.230	.251
		Sig. (2-tailed)	.238	.198
		N	28	28
Skills for knowledge brokering	Correlation Coefficient	.388*	.303	
	Sig. (2-tailed)	.041	.117	
	N	28	28	

Correlations

			Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Describe how cultural context influences perceptions of health and disease
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.641**	.378*
		Sig. (2-tailed)	<.001	.047
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.582**	.241
		Sig. (2-tailed)	.001	.217
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.273	.433*
		Sig. (2-tailed)	.159	.021
		N	28	28
Skills for knowledge brokering	Correlation Coefficient	.572**	.430*	
	Sig. (2-tailed)	.001	.022	
	N	28	28	

Correlations

			Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.444 [*]	.612 ^{**}
		Sig. (2-tailed)	.018	<.001
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.553 ^{**}	.804 ^{**}
		Sig. (2-tailed)	.002	<.001
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.439 [*]	.476 [*]
		Sig. (2-tailed)	.019	.011
		N	28	28
Skills for knowledge brokering	Correlation Coefficient	.398 [*]	.425 [*]	
	Sig. (2-tailed)	.036	.024	
	N	28	28	

Correlations

			Skills in policy analysis and policy development for immigrant access to healthcare services	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.526**	.649**
		Sig. (2-tailed)	.004	<.001
		N	28	27
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.436*	.665**
		Sig. (2-tailed)	.020	<.001
		N	28	27
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.436*	.503**
		Sig. (2-tailed)	.020	.007
		N	28	27
	Skills for knowledge brokering	Correlation Coefficient	.508**	.386*
		Sig. (2-tailed)	.006	.047
		N	28	27

Correlations

			Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.597**	.678**
		Sig. (2-tailed)	.001	<.001
		N	27	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.537**	.697**
		Sig. (2-tailed)	.004	<.001
		N	27	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.400*	.356
		Sig. (2-tailed)	.039	.063
		N	27	28
	Skills for knowledge brokering	Correlation Coefficient	.292	.465*
		Sig. (2-tailed)	.140	.013
		N	27	28

Correlations

			Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Develop approaches to gain access to immigrant communities served
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.665**	.616**
		Sig. (2-tailed)	<.001	<.001
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.607**	.411*
		Sig. (2-tailed)	<.001	.030
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.414*	.696**
		Sig. (2-tailed)	.029	<.001
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.364	.378*
		Sig. (2-tailed)	.057	.047
		N	28	28

Correlations

			Demonstrate diplomacy and build trust with community partners working in the health sector	Skills to build coalitions to work collectively on access to healthcare issues
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.837**	1.000
		Sig. (2-tailed)	<.001	.
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.658**	.744**
		Sig. (2-tailed)	<.001	<.001
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.764**	.533**
		Sig. (2-tailed)	<.001	.004
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.566**	.493**
		Sig. (2-tailed)	.002	.008
		N	28	28

Correlations

			Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.744**	.533**
		Sig. (2-tailed)	<.001	.004
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	1.000	.432*
		Sig. (2-tailed)	.	.022
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.432*	1.000
		Sig. (2-tailed)	.022	.
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.356	.514**
		Sig. (2-tailed)	.063	.005
		N	28	28

Correlations

			Skills for knowledge brokering	Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibilities and expertise represented by other groups that work in the healthcare space
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.493**	.641**
		Sig. (2-tailed)	.008	<.001
		N	28	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.356	.644**
		Sig. (2-tailed)	.063	<.001
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.514**	.378*
		Sig. (2-tailed)	.005	.047
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	1.000	.467*
		Sig. (2-tailed)	.	.012
		N	28	28

Correlations

		Apply leadership practices that support collaboration and team effectiveness	Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.429*
		Sig. (2-tailed)	.023
		N	28
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.555**
		Sig. (2-tailed)	.002
		N	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.522**
		Sig. (2-tailed)	.004
		N	28
	Skills for knowledge brokering	Correlation Coefficient	.516**
		Sig. (2-tailed)	.005
		N	28

Correlations

			Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Plan, implement, and evaluate an access to healthcare program
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.294	.531**
		Sig. (2-tailed)	.145	.006
		N	26	25
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.120	.530**
		Sig. (2-tailed)	.560	.006
		N	26	25
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.266	.337
		Sig. (2-tailed)	.190	.099
		N	26	25
	Skills for knowledge brokering	Correlation Coefficient	.323	.425*
		Sig. (2-tailed)	.108	.034
		N	26	25

Correlations

		Is the community your LIP covers primarily urban, urban/rural mix or primarily rural?	Does your LIP work with organizations in the healthcare space. Ontario Health Teams
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	Correlation Coefficient	.006	.362
	Sig. (2-tailed)	.977	.058
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	-.017	.433*
	Sig. (2-tailed)	.933	.021
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	-.124	.458*
	Sig. (2-tailed)	.531	.014
	N	28	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.021	.260
	Sig. (2-tailed)	.919	.199
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	-.055	.221
	Sig. (2-tailed)	.795	.289
	N	25	25

Correlations

		Does your LIP work with organizations in the healthcare space. Public Health Ontario	Does your LIP work with organizations in the healthcare space. IRCC
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	Correlation Coefficient	.295	-.088
	Sig. (2-tailed)	.128	.654
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.121	-.121
	Sig. (2-tailed)	.539	.539
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	-.006	.128
	Sig. (2-tailed)	.974	.516
	N	28	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	-.142	-.171
	Sig. (2-tailed)	.489	.402
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.045	-.065
	Sig. (2-tailed)	.832	.757
	N	25	25

Correlations

		Does your LIP work with organizations in the healthcare space. Public Health Unit	Does your LIP work with organizations in the healthcare space. Other
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	Correlation Coefficient	.194	.475*
	Sig. (2-tailed)	.323	.011
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	-.062	.411*
	Sig. (2-tailed)	.752	.030
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	-.063	.033
	Sig. (2-tailed)	.750	.869
	N	28	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.531**	-.134
	Sig. (2-tailed)	.005	.514
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.374	.064
	Sig. (2-tailed)	.065	.761
	N	25	25

Correlations

		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): 41 to 60
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	Correlation Coefficient	.287	-.066
	Sig. (2-tailed)	.147	.744
	N	27	27
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.000	.057
	Sig. (2-tailed)	1.000	.776
	N	27	27
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	-.067	.069
	Sig. (2-tailed)	.741	.733
	N	27	27
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	-.009	.121
	Sig. (2-tailed)	.964	.555
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	-.110	.230
	Sig. (2-tailed)	.600	.268
	N	25	25

Correlations

		Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	Gender of LIP staff (place an "x" beside all options that apply): male
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	Correlation Coefficient	.127	.158
	Sig. (2-tailed)	.527	.422
	N	27	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.139	-.076
	Sig. (2-tailed)	.490	.699
	N	27	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	-.069	-.059
	Sig. (2-tailed)	.731	.766
	N	27	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.322	-.259
	Sig. (2-tailed)	.109	.201
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.076	.060
	Sig. (2-tailed)	.718	.777
	N	25	25

Correlations

		Gender of LIP staff (place an "x" beside all options that apply): female	Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe
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	Correlation Coefficient	.	.122
	Sig. (2-tailed)	.	.537
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.	.132
	Sig. (2-tailed)	.	.502
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.	.251
	Sig. (2-tailed)	.	.197
	N	28	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.	.000
	Sig. (2-tailed)	.	1.000
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.	.076
	Sig. (2-tailed)	.	.718
	N	25	25

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
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	Correlation Coefficient	-.073	.122
	Sig. (2-tailed)	.714	.537
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	-.018	.132
	Sig. (2-tailed)	.929	.502
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	-.032	.251
	Sig. (2-tailed)	.873	.197
	N	28	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.235	.000
	Sig. (2-tailed)	.247	1.000
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.012	.076
	Sig. (2-tailed)	.953	.718
	N	25	25

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	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	Correlation Coefficient	-.304	-.132
		Sig. (2-tailed)	.115	.505
		N	28	28
	Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.132	.191
		Sig. (2-tailed)	.502	.331
		N	28	28
	Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.251	.362
		Sig. (2-tailed)	.197	.058
		N	28	28
	Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.000	-.221
		Sig. (2-tailed)	1.000	.278
		N	26	26
	Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.	-.213
		Sig. (2-tailed)	.	.306
		N	25	25

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	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	Correlation Coefficient	-.132	-.132
		Sig. (2-tailed)	.505	.505
		N	28	28
	Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.191	.191
		Sig. (2-tailed)	.331	.331
		N	28	28
	Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.362	.133
		Sig. (2-tailed)	.058	.498
		N	28	28
	Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.232	-.221
		Sig. (2-tailed)	.254	.278
		N	26	26
	Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.320	.076
		Sig. (2-tailed)	.119	.718
		N	25	25

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
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	Correlation Coefficient	-.304	.122
	Sig. (2-tailed)	.115	.537
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.132	.132
	Sig. (2-tailed)	.502	.502
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.251	-.066
	Sig. (2-tailed)	.197	.738
	N	28	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.000	.
	Sig. (2-tailed)	1.000	.
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.	.
	Sig. (2-tailed)	.	.
	N	25	25

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
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	Correlation Coefficient	-.304	-.132
	Sig. (2-tailed)	.115	.505
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.132	.191
	Sig. (2-tailed)	.502	.331
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.251	.362
	Sig. (2-tailed)	.197	.058
	N	28	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.000	-.221
	Sig. (2-tailed)	1.000	.278
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.	-.213
	Sig. (2-tailed)	.	.306
	N	25	25

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
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	Correlation Coefficient	-.304	.330
	Sig. (2-tailed)	.115	.086
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.132	.359
	Sig. (2-tailed)	.502	.060
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.251	-.036
	Sig. (2-tailed)	.197	.856
	N	28	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.000	.171
	Sig. (2-tailed)	1.000	.402
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.	.138
	Sig. (2-tailed)	.	.510
	N	25	25

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
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	Correlation Coefficient	.122	.122
	Sig. (2-tailed)	.537	.537
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.132	.132
	Sig. (2-tailed)	.502	.502
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.251	.251
	Sig. (2-tailed)	.197	.197
	N	28	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	-.306	-.306
	Sig. (2-tailed)	.128	.128
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	-.213	-.213
	Sig. (2-tailed)	.306	.306
	N	25	25

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	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	Correlation Coefficient	-.132	.122
		Sig. (2-tailed)	.505	.537
		N	28	28
	Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	-.106	-.280
		Sig. (2-tailed)	.591	.150
		N	28	28
	Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.133	-.066
		Sig. (2-tailed)	.498	.738
		N	28	28
	Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	-.221	.000
		Sig. (2-tailed)	.278	1.000
		N	26	26
	Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	-.099	.076
		Sig. (2-tailed)	.638	.718
		N	25	25

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	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	Correlation Coefficient	-.055	.295
		Sig. (2-tailed)	.781	.128
		N	28	28
	Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	-.200	.121
		Sig. (2-tailed)	.308	.539
		N	28	28
	Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	-.150	-.006
		Sig. (2-tailed)	.448	.974
		N	28	28
	Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	-.028	.008
		Sig. (2-tailed)	.892	.968
		N	26	26
	Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.105	.138
		Sig. (2-tailed)	.618	.510
		N	25	25

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	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	Correlation Coefficient	.175	-.037
		Sig. (2-tailed)	.372	.854
		N	28	28
	Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	-.106	-.256
		Sig. (2-tailed)	.591	.188
		N	28	28
	Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	-.095	-.119
		Sig. (2-tailed)	.630	.546
		N	28	28
	Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.000	.000
		Sig. (2-tailed)	1.000	1.000
		N	26	26
	Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	-.099	.285
		Sig. (2-tailed)	.638	.168
		N	25	25

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
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	Correlation Coefficient	.122	.122
	Sig. (2-tailed)	.537	.537
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.132	.132
	Sig. (2-tailed)	.502	.502
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.251	.251
	Sig. (2-tailed)	.197	.197
	N	28	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.000	.000
	Sig. (2-tailed)	1.000	1.000
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.076	.076
	Sig. (2-tailed)	.718	.718
	N	25	25

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	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	Correlation Coefficient	.122	.122
		Sig. (2-tailed)	.537	.537
		N	28	28
	Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.132	.132
		Sig. (2-tailed)	.502	.502
		N	28	28
	Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.251	.251
		Sig. (2-tailed)	.197	.197
		N	28	28
	Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.000	.000
		Sig. (2-tailed)	1.000	1.000
		N	26	26
	Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.076	.076
		Sig. (2-tailed)	.718	.718
		N	25	25

Correlations

			Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
	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	Correlation Coefficient	.122	-.304
		Sig. (2-tailed)	.537	.115
		N	28	28
	Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.132	-.280
		Sig. (2-tailed)	.502	.150
		N	28	28
	Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.251	-.066
		Sig. (2-tailed)	.197	.738
		N	28	28
	Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.000	.000
		Sig. (2-tailed)	1.000	1.000
		N	26	26
	Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.076	-.213
		Sig. (2-tailed)	.718	.306
		N	25	25

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Spoken languages of staff, at home or at the LIP, other than English
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	Correlation Coefficient	.122	.122
	Sig. (2-tailed)	.537	.537
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.132	.132
	Sig. (2-tailed)	.502	.502
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.251	-.066
	Sig. (2-tailed)	.197	.738
	N	28	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.322	.000
	Sig. (2-tailed)	.109	1.000
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.320	.076
	Sig. (2-tailed)	.119	.718
	N	25	25

Correlations

		Spoken languages of staff, at home or at the LIP, other than English	Staff region of origin or birth (place an "x" beside all options that apply): africa
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	Correlation Coefficient	.122	-.242
	Sig. (2-tailed)	.537	.215
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	-.280	-.018
	Sig. (2-tailed)	.150	.929
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	-.317	-.058
	Sig. (2-tailed)	.100	.770
	N	28	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.000	.109
	Sig. (2-tailed)	1.000	.598
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.076	-.332
	Sig. (2-tailed)	.718	.105
	N	25	25

Correlations

		Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	Staff region of origin or birth (place an "x" beside all options that apply): 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	Correlation Coefficient	-.365	.194
	Sig. (2-tailed)	.056	.323
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	-.132	.375 [*]
	Sig. (2-tailed)	.502	.050
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	-.034	.274
	Sig. (2-tailed)	.864	.159
	N	28	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	-.432 [*]	.231
	Sig. (2-tailed)	.028	.257
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	-.140	.294
	Sig. (2-tailed)	.505	.154
	N	25	25

Correlations

		Staff region of origin or birth (place an "x" beside all options that apply): asia	Staff region of origin or birth (place an "x" beside all options that apply): europe
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	Correlation Coefficient	.272	.183
	Sig. (2-tailed)	.162	.352
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.181	.397*
	Sig. (2-tailed)	.357	.036
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.034	.482**
	Sig. (2-tailed)	.862	.009
	N	28	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.012	.301
	Sig. (2-tailed)	.954	.135
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.055	.283
	Sig. (2-tailed)	.795	.170
	N	25	25

Correlations

		Staff region of origin or birth (place an "x" beside all options that apply): oceania	Staff region of origin or birth (place an "x" beside all options that apply): other
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	Correlation Coefficient	.	.
	Sig. (2-tailed)	.	.
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.	.
	Sig. (2-tailed)	.	.
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.	.
	Sig. (2-tailed)	.	.
	N	28	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.	.
	Sig. (2-tailed)	.	.
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.	.
	Sig. (2-tailed)	.	.
	N	25	25

Correlations

		Knowledge about issues that affect the health of immigrants/new comers (e.g., major causes of disease and death) via credible sources (e.g., professional bodies, peer-reviewed research)	Understand major social and economic environmental factors that impact access to and quality of health services within your community (e.g., education, income, social support, physical environment) and how these factors can influence immigrant health
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	Correlation Coefficient	.315	.557**
	Sig. (2-tailed)	.102	.002
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.234	.483**
	Sig. (2-tailed)	.231	.009
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.451*	.441*
	Sig. (2-tailed)	.016	.019
	N	28	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.336	.357
	Sig. (2-tailed)	.093	.074
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.438*	.493*
	Sig. (2-tailed)	.029	.012
	N	25	25

Correlations

		Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Describe how cultural context influences perceptions of health and disease
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	Correlation Coefficient	.517**	.516**
	Sig. (2-tailed)	.005	.005
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.423*	.546**
	Sig. (2-tailed)	.025	.003
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.337	.490**
	Sig. (2-tailed)	.080	.008
	N	28	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.331	.389*
	Sig. (2-tailed)	.098	.049
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.547**	.419*
	Sig. (2-tailed)	.005	.037
	N	25	25

Correlations

		Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)
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	Correlation Coefficient	.557**	.620**
	Sig. (2-tailed)	.002	<.001
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.554**	.725**
	Sig. (2-tailed)	.002	<.001
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.595**	.759**
	Sig. (2-tailed)	<.001	<.001
	N	28	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.126	.202
	Sig. (2-tailed)	.539	.323
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.501*	.463*
	Sig. (2-tailed)	.011	.020
	N	25	25

Correlations

		Skills in policy analysis and policy development for immigrant access to healthcare services	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community
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	Correlation Coefficient	.438*	.442*
	Sig. (2-tailed)	.020	.021
	N	28	27
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.518**	.486*
	Sig. (2-tailed)	.005	.010
	N	28	27
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.553**	.652**
	Sig. (2-tailed)	.002	<.001
	N	28	27
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.178	.532**
	Sig. (2-tailed)	.385	.006
	N	26	25
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.348	.614**
	Sig. (2-tailed)	.089	.001
	N	25	24

Correlations

		Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community
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	Correlation Coefficient	.411 [*]	.675 ^{**}
	Sig. (2-tailed)	.033	<.001
	N	27	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.377	.574 ^{**}
	Sig. (2-tailed)	.053	.001
	N	27	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.571 ^{**}	.568 ^{**}
	Sig. (2-tailed)	.002	.002
	N	27	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.581 ^{**}	.323
	Sig. (2-tailed)	.002	.108
	N	25	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.488 [*]	.395
	Sig. (2-tailed)	.016	.050
	N	24	25

Correlations

		Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Develop approaches to gain access to immigrant communities served
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	Correlation Coefficient	.336	.318
	Sig. (2-tailed)	.080	.099
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.575**	.308
	Sig. (2-tailed)	.001	.111
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.622**	.533**
	Sig. (2-tailed)	<.001	.004
	N	28	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.077	.591**
	Sig. (2-tailed)	.710	.001
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.269	.500*
	Sig. (2-tailed)	.194	.011
	N	25	25

Correlations

		Demonstrate diplomacy and build trust with community partners working in the health sector	Skills to build coalitions to work collectively on access to healthcare issues
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	Correlation Coefficient	.519 ^{**}	.641 ^{**}
	Sig. (2-tailed)	.005	<.001
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.604 ^{**}	.429 [*]
	Sig. (2-tailed)	<.001	.023
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.645 ^{**}	.534 ^{**}
	Sig. (2-tailed)	<.001	.003
	N	28	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.279	.294
	Sig. (2-tailed)	.168	.145
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.423 [*]	.531 ^{**}
	Sig. (2-tailed)	.035	.006
	N	25	25

Correlations

		Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)
	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	Correlation Coefficient	.644**
		Sig. (2-tailed)	<.001
		N	28
	Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.555**
		Sig. (2-tailed)	.002
		N	28
	Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.590**
		Sig. (2-tailed)	<.001
		N	28
	Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.120
		Sig. (2-tailed)	.560
		N	26
	Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.530**
		Sig. (2-tailed)	.006
		N	25
		Correlation Coefficient	.378*
		Sig. (2-tailed)	.047
		N	28

Correlations

		Skills for knowledge brokering	Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibilities and expertise represented by other groups that work in the healthcare space
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	Correlation Coefficient	.467 [*]	1.000
	Sig. (2-tailed)	.012	.
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.516 ^{**}	.580 ^{**}
	Sig. (2-tailed)	.005	.001
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.430 [*]	.397 [*]
	Sig. (2-tailed)	.022	.037
	N	28	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.323	.287
	Sig. (2-tailed)	.108	.155
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.425 [*]	.518 ^{**}
	Sig. (2-tailed)	.034	.008
	N	25	25

Correlations

		Apply leadership practices that support collaboration and team effectiveness	Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being
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	Correlation Coefficient	.580 ^{**}	.397 [*]
	Sig. (2-tailed)	.001	.037
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	1.000	.636 ^{**}
	Sig. (2-tailed)	.	<.001
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.636 ^{**}	1.000
	Sig. (2-tailed)	<.001	.
	N	28	28
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.155	.208
	Sig. (2-tailed)	.450	.307
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.305	.448 [*]
	Sig. (2-tailed)	.139	.025
	N	25	25

Correlations

		Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Plan, implement, and evaluate an access to healthcare program
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	Correlation Coefficient	.287	.518**
	Sig. (2-tailed)	.155	.008
	N	26	25
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.155	.305
	Sig. (2-tailed)	.450	.139
	N	26	25
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.208	.448*
	Sig. (2-tailed)	.307	.025
	N	26	25
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	1.000	.549**
	Sig. (2-tailed)	.	.004
	N	26	25
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.549**	1.000
	Sig. (2-tailed)	.004	.
	N	25	25

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Does your LIP work with organizations in the healthcare space. Ontario Health Teams	-.340	.077	-.640	.050
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Does your LIP work with organizations in the healthcare space. Public Health Ontario	.136	.490	-.260	.493
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Does your LIP work with organizations in the healthcare space. IRCC	-.422	.025	-.693	-.047
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Does your LIP work with organizations in the healthcare space. Public Health Unit	.067	.734	-.324	.439
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Does your LIP work with organizations in the healthcare space. Other	-.139	.482	-.495	.258

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	-.283	.153	-.606	.121
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	-.195	.331	-.543	.211
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	.059	.771	-.339	.439
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Gender of LIP staff (place an "x" beside all options that apply): male	-.120	.543	-.481	.276
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Gender of LIP staff (place an "x" beside all options that apply): female	. ^c	.	.	.
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	-.295	.127	-.609	.099

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Spoken languages of staff, at home or at the LIP, other than English	.017	.933	-.369	.397
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Spoken languages of staff, at home or at the LIP, other than English	.056	.776	-.334	.430
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Spoken languages of staff, at home or at the LIP, other than English	-.295	.127	-.609	.099
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Spoken languages of staff, at home or at the LIP, other than English	-.172	.381	-.521	.226
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Spoken languages of staff, at home or at the LIP, other than English	-.425	.024	-.695	-.051
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Spoken languages of staff, at home or at the LIP, other than English	-.172	.381	-.521	.226

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Spoken languages of staff, at home or at the LIP, other than English	-.295	.127	-.609	.099
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Spoken languages of staff, at home or at the LIP, other than English	.056	.776	-.334	.430
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Spoken languages of staff, at home or at the LIP, other than English	-.295	.127	-.609	.099
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Spoken languages of staff, at home or at the LIP, other than English	-.172	.381	-.521	.226
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Spoken languages of staff, at home or at the LIP, other than English	-.295	.127	-.609	.099
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Spoken languages of staff, at home or at the LIP, other than English	.127	.519	-.269	.486

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Spoken languages of staff, at home or at the LIP, other than English	.056	.776	-.334	.430
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Spoken languages of staff, at home or at the LIP, other than English	.056	.776	-.334	.430
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Spoken languages of staff, at home or at the LIP, other than English	-.172	.381	-.521	.226
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Spoken languages of staff, at home or at the LIP, other than English	.056	.776	-.334	.430
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Spoken languages of staff, at home or at the LIP, other than English	-.324	.092	-.629	.067
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Spoken languages of staff, at home or at the LIP, other than English	-.204	.297	-.545	.194

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Spoken languages of staff, at home or at the LIP, other than English	-.172	.381	-.521	.226
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Spoken languages of staff, at home or at the LIP, other than English	-.110	.579	-.473	.285
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Spoken languages of staff, at home or at the LIP, other than English	-.295	.127	-.609	.099
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Spoken languages of staff, at home or at the LIP, other than English	-.295	.127	-.609	.099
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Spoken languages of staff, at home or at the LIP, other than English	-.295	.127	-.609	.099
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Spoken languages of staff, at home or at the LIP, other than English	-.295	.127	-.609	.099

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Spoken languages of staff, at home or at the LIP, other than English	-.295	.127	-.609	.099
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Spoken languages of staff, at home or at the LIP, other than English	.056	.776	-.334	.430
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Spoken languages of staff, at home or at the LIP, other than English	-.295	.127	-.609	.099
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Spoken languages of staff, at home or at the LIP, other than English	.056	.776	-.334	.430
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Spoken languages of staff, at home or at the LIP, other than English	-.295	.127	-.609	.099
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Staff region of origin or birth (place an "x" beside all options that apply): africa	-.218	.266	-.555	.180

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	-.283	.144	-.601	.112
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Staff region of origin or birth (place an "x" beside all options that apply): canada	.067	.734	-.324	.439
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Staff region of origin or birth (place an "x" beside all options that apply): asia	-.010	.958	-.392	.374
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Staff region of origin or birth (place an "x" beside all options that apply): europe	-.283	.144	-.601	.112
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - 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)	-.596	<.001	-.797	-.276
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - 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	-.484	.009	-.731	-.124

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	-.399	.035	-.678	-.019
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Describe how cultural context influences perceptions of health and disease	-.220	.260	-.556	.178
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	-.195	.321	-.538	.203
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	-.060	.762	-.433	.331

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Skills in policy analysis and policy development for immigrant access to healthcare services	-.155	.430	-.508	.242
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	-.182	.364	-.534	.224
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	-.201	.316	-.548	.206
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	-.198	.312	-.540	.200

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	-.224	.251	-.559	.174
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Develop approaches to gain access to immigrant communities served	-.117	.555	-.478	.279
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Demonstrate diplomacy and build trust with community partners working in the health sector	-.174	.375	-.522	.224
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Skills to build coalitions to work collectively on access to healthcare issues	-.259	.184	-.584	.138

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	-.012	.950	-.394	.372
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.134	.498	-.263	.491
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Skills for knowledge brokering	-.180	.360	-.527	.218
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - 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	.006	.977	-.378	.388

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Apply leadership practices that support collaboration and team effectiveness	-.017	.933	-.397	.369
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	-.124	.531	-.484	.272
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.021	.919	-.380	.415
Is the community your LIP covers primarily urban, urban/rural mix or primarily rural? - Plan, implement, and evaluate an access to healthcare program	-.055	.795	-.450	.359
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Does your LIP work with organizations in the healthcare space. Public Health Ontario	.247	.205	-.150	.576

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Does your LIP work with organizations in the healthcare space. IRCC	.314	.104	-.079	.622
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Does your LIP work with organizations in the healthcare space. Public Health Unit	.234	.231	-.164	.566
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Does your LIP work with organizations in the healthcare space. Other	.204	.298	-.194	.544
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	.395	.041	.006	.680
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	.073	.719	-.327	.450

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	.175	.381	-.230	.529
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Gender of LIP staff (place an "x" beside all options that apply): male	.072	.717	-.320	.442
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Gender of LIP staff (place an "x" beside all options that apply): female	. ^c	.	.	.
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	.179	.362	-.219	.526
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Spoken languages of staff, at home or at the LIP, other than English	-.126	.523	-.486	.270

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Spoken languages of staff, at home or at the LIP, other than English	-.207	.291	-.546	.191
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Spoken languages of staff, at home or at the LIP, other than English	.179	.362	-.219	.526
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Spoken languages of staff, at home or at the LIP, other than English	.258	.185	-.139	.584
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Spoken languages of staff, at home or at the LIP, other than English	.258	.185	-.139	.584
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Spoken languages of staff, at home or at the LIP, other than English	-.020	.920	-.400	.366

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Spoken languages of staff, at home or at the LIP, other than English	.179	.362	-.219	.526
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Spoken languages of staff, at home or at the LIP, other than English	-.207	.291	-.546	.191
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Spoken languages of staff, at home or at the LIP, other than English	.179	.362	-.219	.526
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Spoken languages of staff, at home or at the LIP, other than English	.258	.185	-.139	.584
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Spoken languages of staff, at home or at the LIP, other than English	.179	.362	-.219	.526

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Spoken languages of staff, at home or at the LIP, other than English	.137	.487	-.260	.494
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Spoken languages of staff, at home or at the LIP, other than English	.179	.362	-.219	.526
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Spoken languages of staff, at home or at the LIP, other than English	.179	.362	-.219	.526
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Spoken languages of staff, at home or at the LIP, other than English	.258	.185	-.139	.584
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Spoken languages of staff, at home or at the LIP, other than English	-.207	.291	-.546	.191

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Spoken languages of staff, at home or at the LIP, other than English	.137	.487	-.260	.494
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Spoken languages of staff, at home or at the LIP, other than English	.060	.761	-.331	.433
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Spoken languages of staff, at home or at the LIP, other than English	.258	.185	-.139	.584
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Spoken languages of staff, at home or at the LIP, other than English	.322	.094	-.069	.628
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Spoken languages of staff, at home or at the LIP, other than English	.179	.362	-.219	.526

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Spoken languages of staff, at home or at the LIP, other than English	.179	.362	-.219	.526
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Spoken languages of staff, at home or at the LIP, other than English	.179	.362	-.219	.526
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Spoken languages of staff, at home or at the LIP, other than English	.179	.362	-.219	.526
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Spoken languages of staff, at home or at the LIP, other than English	.179	.362	-.219	.526
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Spoken languages of staff, at home or at the LIP, other than English	-.207	.291	-.546	.191

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Spoken languages of staff, at home or at the LIP, other than English	.179	.362	-.219	.526
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Spoken languages of staff, at home or at the LIP, other than English	.179	.362	-.219	.526
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Spoken languages of staff, at home or at the LIP, other than English	-.207	.291	-.546	.191
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Staff region of origin or birth (place an "x" beside all options that apply): africa	-.126	.523	-.486	.270
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	.041	.835	-.347	.418

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Staff region of origin or birth (place an "x" beside all options that apply): canada	.234	.231	-.164	.566
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Staff region of origin or birth (place an "x" beside all options that apply): asia	.292	.131	-.102	.607
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Staff region of origin or birth (place an "x" beside all options that apply): europe	.372	.051	-.013	.661
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - 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)	.467	.012	.102	.721
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - 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	.515	.005	.164	.750
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.520	.005	.172	.753

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Describe how cultural context influences perceptions of health and disease	.380	.046	-.004	.666
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.500	.007	.145	.741
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.529	.004	.183	.758
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Skills in policy analysis and policy development for immigrant access to healthcare services	.513	.005	.161	.749

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.569	.002	.229	.785
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.632	<.001	.321	.820
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.733	<.001	.487	.872

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.604	<.001	.288	.802
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Develop approaches to gain access to immigrant communities served	.481	.010	.120	.729
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Demonstrate diplomacy and build trust with community partners working in the health sector	.502	.007	.147	.742
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Skills to build coalitions to work collectively on access to healthcare issues	.491	.008	.133	.736

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.377	.048	-.007	.664
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.294	.130	-.101	.608
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Skills for knowledge brokering	.317	.100	-.075	.624
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - 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	.362	.058	-.024	.655

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Apply leadership practices that support collaboration and team effectiveness	.433	.021	.059	.700
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.458	.014	.091	.715
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.260	.199	-.153	.596
Does your LIP work with organizations in the healthcare space. Ontario Health Teams - Plan, implement, and evaluate an access to healthcare program	.221	.289	-.203	.575
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Does your LIP work with organizations in the healthcare space. IRCC	.217	.266	-.181	.554

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Does your LIP work with organizations in the healthcare space. Public Health Unit	.190	.332	-.208	.534
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Does your LIP work with organizations in the healthcare space. Other	.295	.128	-.099	.609
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	.169	.401	-.237	.524
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	-.317	.107	-.629	.083
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	.411	.033	.025	.691

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Gender of LIP staff (place an "x" beside all options that apply): male	.093	.637	-.300	.460
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Gender of LIP staff (place an "x" beside all options that apply): female	. ^c	.	.	.
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	-.090	.650	-.457	.304
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Spoken languages of staff, at home or at the LIP, other than English	-.121	.539	-.482	.275
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Spoken languages of staff, at home or at the LIP, other than English	-.129	.512	-.488	.267
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Spoken languages of staff, at home or at the LIP, other than English	-.129	.512	-.488	.267
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Spoken languages of staff, at home or at the LIP, other than English	.233	.233	-.165	.565
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Spoken languages of staff, at home or at the LIP, other than English	.233	.233	-.165	.565
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Spoken languages of staff, at home or at the LIP, other than English	-.016	.935	-.397	.369

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Spoken languages of staff, at home or at the LIP, other than English	.413	.029	.035	.687
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Spoken languages of staff, at home or at the LIP, other than English	-.129	.512	-.488	.267
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Spoken languages of staff, at home or at the LIP, other than English	-.243	.212	-.573	.154

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Spoken languages of staff, at home or at the LIP, other than English	.270	.165	-.127	.592
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Spoken languages of staff, at home or at the LIP, other than English	.233	.233	-.165	.565
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Spoken languages of staff, at home or at the LIP, other than English	.140	.477	-.257	.496
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Staff region of origin or birth (place an "x" beside all options that apply): africa	-.121	.539	-.482	.275
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	-.054	.786	-.428	.336
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Staff region of origin or birth (place an "x" beside all options that apply): canada	-.076	.700	-.446	.316

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Staff region of origin or birth (place an "x" beside all options that apply): asia	.314	.104	-.079	.622
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Staff region of origin or birth (place an "x" beside all options that apply): europe	-.054	.786	-.428	.336
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Public Health Ontario - 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)	.174	.377	-.224	.522
Does your LIP work with organizations in the healthcare space. Public Health Ontario - 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	-.014	.945	-.395	.371
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.317	.100	-.075	.624

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Describe how cultural context influences perceptions of health and disease	-.038	.848	-.415	.350
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.115	.561	-.281	.477
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.256	.188	-.141	.582
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Skills in policy analysis and policy development for immigrant access to healthcare services	.222	.255	-.175	.558

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.186	.353	-.220	.537
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.146	.467	-.259	.507
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.318	.099	-.074	.625

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.364	.057	-.022	.655
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Develop approaches to gain access to immigrant communities served	-.119	.547	-.480	.277
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Demonstrate diplomacy and build trust with community partners working in the health sector	.153	.437	-.244	.506
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Skills to build coalitions to work collectively on access to healthcare issues	.291	.133	-.104	.606

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.415	.028	.038	.688
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.127	.518	-.269	.487
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Skills for knowledge brokering	.138	.485	-.259	.495
Does your LIP work with organizations in the healthcare space. Public Health Ontario - 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	.295	.128	-.099	.609

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Apply leadership practices that support collaboration and team effectiveness	.121	.539	-.275	.482
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	-.006	.974	-.388	.378
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	-.142	.489	-.511	.271
Does your LIP work with organizations in the healthcare space. Public Health Ontario - Plan, implement, and evaluate an access to healthcare program	.045	.832	-.367	.442
Does your LIP work with organizations in the healthcare space. IRCC - Does your LIP work with organizations in the healthcare space. Public Health Unit	-.190	.332	-.534	.208

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Does your LIP work with organizations in the healthcare space. IRCC - Does your LIP work with organizations in the healthcare space. Other	-.088	.654	-.456	.305
Does your LIP work with organizations in the healthcare space. IRCC - Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	.184	.357	-.222	.536
Does your LIP work with organizations in the healthcare space. IRCC - Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	-.271	.172	-.598	.134
Does your LIP work with organizations in the healthcare space. IRCC - Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	.082	.685	-.318	.457
Does your LIP work with organizations in the healthcare space. IRCC - Gender of LIP staff (place an "x" beside all options that apply): male	.280	.149	-.116	.599
Does your LIP work with organizations in the healthcare space. IRCC - Gender of LIP staff (place an "x" beside all options that apply): female	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. IRCC - Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	.090	.650	-.304	.457
Does your LIP work with organizations in the healthcare space. IRCC - Spoken languages of staff, at home or at the LIP, other than English	-.078	.692	-.448	.314
Does your LIP work with organizations in the healthcare space. IRCC - Spoken languages of staff, at home or at the LIP, other than English	.090	.650	-.304	.457
Does your LIP work with organizations in the healthcare space. IRCC - Spoken languages of staff, at home or at the LIP, other than English	.090	.650	-.304	.457
Does your LIP work with organizations in the healthcare space. IRCC - Spoken languages of staff, at home or at the LIP, other than English	.129	.512	-.267	.488
Does your LIP work with organizations in the healthcare space. IRCC - Spoken languages of staff, at home or at the LIP, other than English	.129	.512	-.267	.488

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Does your LIP work with organizations in the healthcare space. IRCC - Spoken languages of staff, at home or at the LIP, other than English	.129	.512	-.267	.488
Does your LIP work with organizations in the healthcare space. IRCC - Spoken languages of staff, at home or at the LIP, other than English	.090	.650	-.304	.457
Does your LIP work with organizations in the healthcare space. IRCC - Spoken languages of staff, at home or at the LIP, other than English	-.413	.029	-.687	-.035
Does your LIP work with organizations in the healthcare space. IRCC - Spoken languages of staff, at home or at the LIP, other than English	.090	.650	-.304	.457
Does your LIP work with organizations in the healthcare space. IRCC - Spoken languages of staff, at home or at the LIP, other than English	.129	.512	-.267	.488
Does your LIP work with organizations in the healthcare space. IRCC - Spoken languages of staff, at home or at the LIP, other than English	.090	.650	-.304	.457

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. IRCC - Spoken languages of staff, at home or at the LIP, other than English	-.211	.281	-.550	.187
Does your LIP work with organizations in the healthcare space. IRCC - Spoken languages of staff, at home or at the LIP, other than English	.090	.650	-.304	.457
Does your LIP work with organizations in the healthcare space. IRCC - Spoken languages of staff, at home or at the LIP, other than English	.090	.650	-.304	.457
Does your LIP work with organizations in the healthcare space. IRCC - Spoken languages of staff, at home or at the LIP, other than English	.129	.512	-.267	.488
Does your LIP work with organizations in the healthcare space. IRCC - Spoken languages of staff, at home or at the LIP, other than English	.090	.650	-.304	.457
Does your LIP work with organizations in the healthcare space. IRCC - Spoken languages of staff, at home or at the LIP, other than English	.243	.212	-.154	.573

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. IRCC - Spoken languages of staff, at home or at the LIP, other than English	-.026	.895	-.405	.361
Does your LIP work with organizations in the healthcare space. IRCC - Spoken languages of staff, at home or at the LIP, other than English	.129	.512	-.267	.488
Does your LIP work with organizations in the healthcare space. IRCC - Spoken languages of staff, at home or at the LIP, other than English	.162	.412	-.236	.513
Does your LIP work with organizations in the healthcare space. IRCC - Spoken languages of staff, at home or at the LIP, other than English	.090	.650	-.304	.457
Does your LIP work with organizations in the healthcare space. IRCC - Spoken languages of staff, at home or at the LIP, other than English	.090	.650	-.304	.457
Does your LIP work with organizations in the healthcare space. IRCC - Spoken languages of staff, at home or at the LIP, other than English	.090	.650	-.304	.457

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. IRCC - Spoken languages of staff, at home or at the LIP, other than English	.090	.650	-.304	.457
Does your LIP work with organizations in the healthcare space. IRCC - Spoken languages of staff, at home or at the LIP, other than English	.090	.650	-.304	.457
Does your LIP work with organizations in the healthcare space. IRCC - Spoken languages of staff, at home or at the LIP, other than English	.090	.650	-.304	.457
Does your LIP work with organizations in the healthcare space. IRCC - Spoken languages of staff, at home or at the LIP, other than English	.090	.650	-.304	.457
Does your LIP work with organizations in the healthcare space. IRCC - Spoken languages of staff, at home or at the LIP, other than English	-.413	.029	-.687	-.035
Does your LIP work with organizations in the healthcare space. IRCC - Spoken languages of staff, at home or at the LIP, other than English	.090	.650	-.304	.457

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Does your LIP work with organizations in the healthcare space. IRCC - Staff region of origin or birth (place an "x" beside all options that apply): africa	.121	.539	-.275	.482
Does your LIP work with organizations in the healthcare space. IRCC - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	.269	.166	-.127	.591
Does your LIP work with organizations in the healthcare space. IRCC - Staff region of origin or birth (place an "x" beside all options that apply): canada	.076	.700	-.316	.446
Does your LIP work with organizations in the healthcare space. IRCC - Staff region of origin or birth (place an "x" beside all options that apply): asia	.060	.761	-.331	.433
Does your LIP work with organizations in the healthcare space. IRCC - Staff region of origin or birth (place an "x" beside all options that apply): europe	.054	.786	-.336	.428
Does your LIP work with organizations in the healthcare space. IRCC - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Does your LIP work with organizations in the healthcare space. IRCC - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.
Does your LIP work with organizations in the healthcare space. IRCC - 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)	.211	.282	-.187	.549
Does your LIP work with organizations in the healthcare space. IRCC - 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	.082	.678	-.311	.451
Does your LIP work with organizations in the healthcare space. IRCC - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.106	.592	-.289	.470

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. IRCC - Describe how cultural context influences perceptions of health and disease	-.158	.421	-.510	.239
Does your LIP work with organizations in the healthcare space. IRCC - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	-.217	.267	-.554	.181
Does your LIP work with organizations in the healthcare space. IRCC - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.189	.335	-.209	.533
Does your LIP work with organizations in the healthcare space. IRCC - Skills in policy analysis and policy development for immigrant access to healthcare services	.216	.269	-.182	.554

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Does your LIP work with organizations in the healthcare space. IRCC - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.212	.289	-.194	.556
Does your LIP work with organizations in the healthcare space. IRCC - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.229	.251	-.177	.568
Does your LIP work with organizations in the healthcare space. IRCC - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.267	.169	-.129	.590
Does your LIP work with organizations in the healthcare space. IRCC - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.390	.040	.008	.673

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Does your LIP work with organizations in the healthcare space. IRCC - Develop approaches to gain access to immigrant communities served	.169	.390	-.229	.518
Does your LIP work with organizations in the healthcare space. IRCC - Demonstrate diplomacy and build trust with community partners working in the health sector	.236	.226	-.161	.568
Does your LIP work with organizations in the healthcare space. IRCC - Skills to build coalitions to work collectively on access to healthcare issues	.349	.069	-.039	.646
Does your LIP work with organizations in the healthcare space. IRCC - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.191	.329	-.207	.535
Does your LIP work with organizations in the healthcare space. IRCC - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	-.127	.518	-.487	.269

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. IRCC - Skills for knowledge brokering	.039	.843	-.349	.416
Does your LIP work with organizations in the healthcare space. IRCC - 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	-.088	.654	-.456	.305
Does your LIP work with organizations in the healthcare space. IRCC - Apply leadership practices that support collaboration and team effectiveness	-.121	.539	-.482	.275
Does your LIP work with organizations in the healthcare space. IRCC - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.128	.516	-.268	.487
Does your LIP work with organizations in the healthcare space. IRCC - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	-.171	.402	-.533	.243

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Does your LIP work with organizations in the healthcare space. IRCC - Plan, implement, and evaluate an access to healthcare program	-.065	.757	-.459	.350
Does your LIP work with organizations in the healthcare space. Public Health Unit - Does your LIP work with organizations in the healthcare space. Other	-.032	.870	-.410	.355
Does your LIP work with organizations in the healthcare space. Public Health Unit - Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	.184	.357	-.222	.536
Does your LIP work with organizations in the healthcare space. Public Health Unit - Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	.186	.353	-.220	.537
Does your LIP work with organizations in the healthcare space. Public Health Unit - Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	.082	.685	-.318	.457
Does your LIP work with organizations in the healthcare space. Public Health Unit - Gender of LIP staff (place an "x" beside all options that apply): male	-.204	.297	-.545	.194

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Does your LIP work with organizations in the healthcare space. Public Health Unit - Gender of LIP staff (place an "x" beside all options that apply): female	. ^c	.	.	.
Does your LIP work with organizations in the healthcare space. Public Health Unit - Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	.079	.691	-.314	.448
Does your LIP work with organizations in the healthcare space. Public Health Unit - Spoken languages of staff, at home or at the LIP, other than English	-.156	.428	-.509	.241
Does your LIP work with organizations in the healthcare space. Public Health Unit - Spoken languages of staff, at home or at the LIP, other than English	-.471	.011	-.724	-.108
Does your LIP work with organizations in the healthcare space. Public Health Unit - Spoken languages of staff, at home or at the LIP, other than English	.079	.691	-.314	.448
Does your LIP work with organizations in the healthcare space. Public Health Unit - Spoken languages of staff, at home or at the LIP, other than English	-.283	.144	-.601	.112

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Public Health Unit - Spoken languages of staff, at home or at the LIP, other than English	.113	.566	-.282	.476
Does your LIP work with organizations in the healthcare space. Public Health Unit - Spoken languages of staff, at home or at the LIP, other than English	.113	.566	-.282	.476
Does your LIP work with organizations in the healthcare space. Public Health Unit - Spoken languages of staff, at home or at the LIP, other than English	.079	.691	-.314	.448
Does your LIP work with organizations in the healthcare space. Public Health Unit - Spoken languages of staff, at home or at the LIP, other than English	.079	.691	-.314	.448
Does your LIP work with organizations in the healthcare space. Public Health Unit - Spoken languages of staff, at home or at the LIP, other than English	.079	.691	-.314	.448

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Public Health Unit - Spoken languages of staff, at home or at the LIP, other than English	.113	.566	-.282	.476
Does your LIP work with organizations in the healthcare space. Public Health Unit - Spoken languages of staff, at home or at the LIP, other than English	.079	.691	-.314	.448
Does your LIP work with organizations in the healthcare space. Public Health Unit - Spoken languages of staff, at home or at the LIP, other than English	.213	.276	-.185	.551
Does your LIP work with organizations in the healthcare space. Public Health Unit - Spoken languages of staff, at home or at the LIP, other than English	.079	.691	-.314	.448
Does your LIP work with organizations in the healthcare space. Public Health Unit - Spoken languages of staff, at home or at the LIP, other than English	-.471	.011	-.724	-.108

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Public Health Unit - Spoken languages of staff, at home or at the LIP, other than English	-.283	.144	-.601	.112
Does your LIP work with organizations in the healthcare space. Public Health Unit - Spoken languages of staff, at home or at the LIP, other than English	.079	.691	-.314	.448
Does your LIP work with organizations in the healthcare space. Public Health Unit - Spoken languages of staff, at home or at the LIP, other than English	-.036	.858	-.413	.352
Does your LIP work with organizations in the healthcare space. Public Health Unit - Spoken languages of staff, at home or at the LIP, other than English	.190	.332	-.208	.534
Does your LIP work with organizations in the healthcare space. Public Health Unit - Spoken languages of staff, at home or at the LIP, other than English	.113	.566	-.282	.476

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Public Health Unit - Spoken languages of staff, at home or at the LIP, other than English	.141	.473	-.255	.497
Does your LIP work with organizations in the healthcare space. Public Health Unit - Spoken languages of staff, at home or at the LIP, other than English	.079	.691	-.314	.448
Does your LIP work with organizations in the healthcare space. Public Health Unit - Spoken languages of staff, at home or at the LIP, other than English	.079	.691	-.314	.448
Does your LIP work with organizations in the healthcare space. Public Health Unit - Spoken languages of staff, at home or at the LIP, other than English	.079	.691	-.314	.448
Does your LIP work with organizations in the healthcare space. Public Health Unit - Spoken languages of staff, at home or at the LIP, other than English	.079	.691	-.314	.448

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Public Health Unit - Spoken languages of staff, at home or at the LIP, other than English	.079	.691	-.314	.448
Does your LIP work with organizations in the healthcare space. Public Health Unit - Spoken languages of staff, at home or at the LIP, other than English	.079	.691	-.314	.448
Does your LIP work with organizations in the healthcare space. Public Health Unit - Spoken languages of staff, at home or at the LIP, other than English	.079	.691	-.314	.448
Does your LIP work with organizations in the healthcare space. Public Health Unit - Spoken languages of staff, at home or at the LIP, other than English	.079	.691	-.314	.448
Does your LIP work with organizations in the healthcare space. Public Health Unit - Spoken languages of staff, at home or at the LIP, other than English	.079	.691	-.314	.448

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Does your LIP work with organizations in the healthcare space. Public Health Unit - Staff region of origin or birth (place an "x" beside all options that apply): africa	-.156	.428	-.509	.241
Does your LIP work with organizations in the healthcare space. Public Health Unit - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	-.236	.227	-.567	.162
Does your LIP work with organizations in the healthcare space. Public Health Unit - Staff region of origin or birth (place an "x" beside all options that apply): canada	.125	.526	-.271	.485
Does your LIP work with organizations in the healthcare space. Public Health Unit - Staff region of origin or birth (place an "x" beside all options that apply): asia	.380	.046	-.003	.666
Does your LIP work with organizations in the healthcare space. Public Health Unit - Staff region of origin or birth (place an "x" beside all options that apply): europe	.000	1.000	-.383	.383

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Does your LIP work with organizations in the healthcare space. Public Health Unit - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Does your LIP work with organizations in the healthcare space. Public Health Unit - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.
Does your LIP work with organizations in the healthcare space. Public Health Unit - 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)	.231	.238	-.167	.564

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Public Health Unit - 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	.090	.649	-.304	.457
Does your LIP work with organizations in the healthcare space. Public Health Unit - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.449	.017	.080	.710
Does your LIP work with organizations in the healthcare space. Public Health Unit - Describe how cultural context influences perceptions of health and disease	-.021	.916	-.401	.365

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Public Health Unit - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.092	.640	-.301	.459
Does your LIP work with organizations in the healthcare space. Public Health Unit - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.000	1.000	-.383	.383
Does your LIP work with organizations in the healthcare space. Public Health Unit - Skills in policy analysis and policy development for immigrant access to healthcare services	.263	.176	-.133	.587
Does your LIP work with organizations in the healthcare space. Public Health Unit - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.225	.260	-.181	.565

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Public Health Unit - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.167	.406	-.239	.523
Does your LIP work with organizations in the healthcare space. Public Health Unit - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.105	.597	-.290	.469
Does your LIP work with organizations in the healthcare space. Public Health Unit - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	-.072	.714	-.443	.319
Does your LIP work with organizations in the healthcare space. Public Health Unit - Develop approaches to gain access to immigrant communities served	.130	.509	-.266	.489

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Public Health Unit - Demonstrate diplomacy and build trust with community partners working in the health sector	.122	.537	-.274	.482
Does your LIP work with organizations in the healthcare space. Public Health Unit - Skills to build coalitions to work collectively on access to healthcare issues	.191	.330	-.207	.535
Does your LIP work with organizations in the healthcare space. Public Health Unit - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.049	.805	-.340	.424
Does your LIP work with organizations in the healthcare space. Public Health Unit - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.139	.479	-.257	.496

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Public Health Unit - Skills for knowledge brokering	.452	.016	.083	.712
Does your LIP work with organizations in the healthcare space. Public Health Unit - 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	.194	.323	-.205	.537
Does your LIP work with organizations in the healthcare space. Public Health Unit - Apply leadership practices that support collaboration and team effectiveness	-.062	.752	-.435	.328
Does your LIP work with organizations in the healthcare space. Public Health Unit - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	-.063	.750	-.436	.328

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Public Health Unit - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.531	.005	.169	.767
Does your LIP work with organizations in the healthcare space. Public Health Unit - Plan, implement, and evaluate an access to healthcare program	.374	.065	-.037	.677
Does your LIP work with organizations in the healthcare space. Other - Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old	.029	.887	-.365	.414
Does your LIP work with organizations in the healthcare space. Other - Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60	.112	.579	-.291	.481
Does your LIP work with organizations in the healthcare space. Other - Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	.127	.527	-.277	.493

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Does your LIP work with organizations in the healthcare space. Other - Gender of LIP staff (place an "x" beside all options that apply): male	.316	.101	-.076	.624
Does your LIP work with organizations in the healthcare space. Other - Gender of LIP staff (place an "x" beside all options that apply): female	. ^c	.	.	.
Does your LIP work with organizations in the healthcare space. Other - Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	-.304	.115	-.616	.089
Does your LIP work with organizations in the healthcare space. Other - Spoken languages of staff, at home or at the LIP, other than English	-.411	.030	-.686	-.033
Does your LIP work with organizations in the healthcare space. Other - Spoken languages of staff, at home or at the LIP, other than English	-.304	.115	-.616	.089
Does your LIP work with organizations in the healthcare space. Other - Spoken languages of staff, at home or at the LIP, other than English	.122	.537	-.274	.482

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Does your LIP work with organizations in the healthcare space. Other - Spoken languages of staff, at home or at the LIP, other than English	.175	.372	-.223	.523
Does your LIP work with organizations in the healthcare space. Other - Spoken languages of staff, at home or at the LIP, other than English	.175	.372	-.223	.523
Does your LIP work with organizations in the healthcare space. Other - Spoken languages of staff, at home or at the LIP, other than English	.175	.372	-.223	.523
Does your LIP work with organizations in the healthcare space. Other - Spoken languages of staff, at home or at the LIP, other than English	.122	.537	-.274	.482
Does your LIP work with organizations in the healthcare space. Other - Spoken languages of staff, at home or at the LIP, other than English	.122	.537	-.274	.482
Does your LIP work with organizations in the healthcare space. Other - Spoken languages of staff, at home or at the LIP, other than English	.122	.537	-.274	.482

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Other - Spoken languages of staff, at home or at the LIP, other than English	.175	.372	-.223	.523
Does your LIP work with organizations in the healthcare space. Other - Spoken languages of staff, at home or at the LIP, other than English	.122	.537	-.274	.482
Does your LIP work with organizations in the healthcare space. Other - Spoken languages of staff, at home or at the LIP, other than English	.330	.086	-.060	.633
Does your LIP work with organizations in the healthcare space. Other - Spoken languages of staff, at home or at the LIP, other than English	.122	.537	-.274	.482
Does your LIP work with organizations in the healthcare space. Other - Spoken languages of staff, at home or at the LIP, other than English	.122	.537	-.274	.482
Does your LIP work with organizations in the healthcare space. Other - Spoken languages of staff, at home or at the LIP, other than English	-.132	.505	-.490	.265

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Other - Spoken languages of staff, at home or at the LIP, other than English	.122	.537	-.274	.482
Does your LIP work with organizations in the healthcare space. Other - Spoken languages of staff, at home or at the LIP, other than English	-.055	.781	-.429	.335
Does your LIP work with organizations in the healthcare space. Other - Spoken languages of staff, at home or at the LIP, other than English	.295	.128	-.099	.609
Does your LIP work with organizations in the healthcare space. Other - Spoken languages of staff, at home or at the LIP, other than English	.175	.372	-.223	.523
Does your LIP work with organizations in the healthcare space. Other - Spoken languages of staff, at home or at the LIP, other than English	-.037	.854	-.414	.351
Does your LIP work with organizations in the healthcare space. Other - Spoken languages of staff, at home or at the LIP, other than English	-.304	.115	-.616	.089

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Does your LIP work with organizations in the healthcare space. Other - Spoken languages of staff, at home or at the LIP, other than English	-.304	.115	-.616	.089
Does your LIP work with organizations in the healthcare space. Other - Spoken languages of staff, at home or at the LIP, other than English	-.304	.115	-.616	.089
Does your LIP work with organizations in the healthcare space. Other - Spoken languages of staff, at home or at the LIP, other than English	-.304	.115	-.616	.089
Does your LIP work with organizations in the healthcare space. Other - Spoken languages of staff, at home or at the LIP, other than English	-.304	.115	-.616	.089
Does your LIP work with organizations in the healthcare space. Other - Spoken languages of staff, at home or at the LIP, other than English	-.304	.115	-.616	.089
Does your LIP work with organizations in the healthcare space. Other - Spoken languages of staff, at home or at the LIP, other than English	.122	.537	-.274	.482

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Other - Spoken languages of staff, at home or at the LIP, other than English	.122	.537	-.274	.482
Does your LIP work with organizations in the healthcare space. Other - Spoken languages of staff, at home or at the LIP, other than English	.122	.537	-.274	.482
Does your LIP work with organizations in the healthcare space. Other - Staff region of origin or birth (place an "x" beside all options that apply): africa	-.242	.215	-.572	.156
Does your LIP work with organizations in the healthcare space. Other - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	.183	.352	-.216	.529
Does your LIP work with organizations in the healthcare space. Other - Staff region of origin or birth (place an "x" beside all options that apply): canada	-.032	.870	-.410	.355
Does your LIP work with organizations in the healthcare space. Other - Staff region of origin or birth (place an "x" beside all options that apply): asia	.430	.022	.057	.698

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Does your LIP work with organizations in the healthcare space. Other - Staff region of origin or birth (place an "x" beside all options that apply): europe	.000	1.000	-.383	.383
Does your LIP work with organizations in the healthcare space. Other - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Does your LIP work with organizations in the healthcare space. Other - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.
Does your LIP work with organizations in the healthcare space. Other - 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)	.105	.595	-.290	.469

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Other - 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	.255	.190	-.142	.581
Does your LIP work with organizations in the healthcare space. Other - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.422	.025	.046	.693
Does your LIP work with organizations in the healthcare space. Other - Describe how cultural context influences perceptions of health and disease	.274	.158	-.122	.595
Does your LIP work with organizations in the healthcare space. Other - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.230	.239	-.168	.563

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Other - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.191	.329	-.207	.535
Does your LIP work with organizations in the healthcare space. Other - Skills in policy analysis and policy development for immigrant access to healthcare services	.153	.437	-.244	.506
Does your LIP work with organizations in the healthcare space. Other - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.085	.672	-.315	.460
Does your LIP work with organizations in the healthcare space. Other - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.124	.538	-.280	.490

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Does your LIP work with organizations in the healthcare space. Other - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.405	.033	.026	.682
Does your LIP work with organizations in the healthcare space. Other - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.275	.157	-.121	.595
Does your LIP work with organizations in the healthcare space. Other - Develop approaches to gain access to immigrant communities served	-.080	.687	-.449	.313
Does your LIP work with organizations in the healthcare space. Other - Demonstrate diplomacy and build trust with community partners working in the health sector	.189	.337	-.210	.533

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Does your LIP work with organizations in the healthcare space. Other - Skills to build coalitions to work collectively on access to healthcare issues	.296	.126	-.098	.610
Does your LIP work with organizations in the healthcare space. Other - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.200	.307	-.198	.542
Does your LIP work with organizations in the healthcare space. Other - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.054	.785	-.336	.428
Does your LIP work with organizations in the healthcare space. Other - Skills for knowledge brokering	.233	.232	-.164	.566

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Does your LIP work with organizations in the healthcare space. Other - 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	.475	.011	.112	.726
Does your LIP work with organizations in the healthcare space. Other - Apply leadership practices that support collaboration and team effectiveness	.411	.030	.033	.686
Does your LIP work with organizations in the healthcare space. Other - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.033	.869	-.355	.410
Does your LIP work with organizations in the healthcare space. Other - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	-.134	.514	-.505	.278

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Does your LIP work with organizations in the healthcare space. Other - Plan, implement, and evaluate an access to healthcare program	.064	.761	-.351	.458
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): 41 to 60	-.229	.250	-.569	.176
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): equal to 61 or more	.069	.731	-.330	.447
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Gender of LIP staff (place an "x" beside all options that apply): male	.367	.060	-.027	.662
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Gender of LIP staff (place an "x" beside all options that apply): female	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	.069	.731	-.330	.447
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Spoken languages of staff, at home or at the LIP, other than English	.250	.209	-.155	.583
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Spoken languages of staff, at home or at the LIP, other than English	.069	.731	-.330	.447
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Spoken languages of staff, at home or at the LIP, other than English	.069	.731	-.330	.447
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Spoken languages of staff, at home or at the LIP, other than English	.100	.620	-.302	.472

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Spoken languages of staff, at home or at the LIP, other than English	.100	.620	-.302	.472
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Spoken languages of staff, at home or at the LIP, other than English	.100	.620	-.302	.472
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Spoken languages of staff, at home or at the LIP, other than English	.069	.731	-.330	.447
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Spoken languages of staff, at home or at the LIP, other than English	.069	.731	-.330	.447

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Spoken languages of staff, at home or at the LIP, other than English	.100	.620	-.302	.472
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Spoken languages of staff, at home or at the LIP, other than English	.069	.731	-.330	.447
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Spoken languages of staff, at home or at the LIP, other than English	.169	.401	-.237	.524
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Spoken languages of staff, at home or at the LIP, other than English	.069	.731	-.330	.447
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Spoken languages of staff, at home or at the LIP, other than English	.069	.731	-.330	.447

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Spoken languages of staff, at home or at the LIP, other than English	.100	.620	-.302	.472
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Spoken languages of staff, at home or at the LIP, other than English	.069	.731	-.330	.447
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Spoken languages of staff, at home or at the LIP, other than English	.189	.345	-.217	.539
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Spoken languages of staff, at home or at the LIP, other than English	.147	.463	-.257	.508
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Spoken languages of staff, at home or at the LIP, other than English	.100	.620	-.302	.472

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Spoken languages of staff, at home or at the LIP, other than English	.125	.534	-.279	.491
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Spoken languages of staff, at home or at the LIP, other than English	.069	.731	-.330	.447
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Spoken languages of staff, at home or at the LIP, other than English	.069	.731	-.330	.447
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Spoken languages of staff, at home or at the LIP, other than English	.069	.731	-.330	.447
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Spoken languages of staff, at home or at the LIP, other than English	.069	.731	-.330	.447

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Spoken languages of staff, at home or at the LIP, other than English	.069	.731	-.330	.447
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Spoken languages of staff, at home or at the LIP, other than English	.069	.731	-.330	.447
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Spoken languages of staff, at home or at the LIP, other than English	.069	.731	-.330	.447
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Spoken languages of staff, at home or at the LIP, other than English	.069	.731	-.330	.447
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Spoken languages of staff, at home or at the LIP, other than English	.069	.731	-.330	.447

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower _b	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Staff region of origin or birth (place an "x" beside all options that apply): africa	.229	.250	-.176	.569
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	-.060	.767	-.440	.338
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Staff region of origin or birth (place an "x" beside all options that apply): canada	-.125	.534	-.491	.279
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Staff region of origin or birth (place an "x" beside all options that apply): asia	.316	.108	-.084	.629
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Staff region of origin or birth (place an "x" beside all options that apply): europe	.189	.345	-.217	.539

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - 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)	.203	.311	-.204	.549

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
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	.267	.179	-.138	.595
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	.178	.373	-.227	.532
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Describe how cultural context influences perceptions of health and disease	.250	.208	-.155	.583

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.134	.505	-.270	.498
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.040	.842	-.356	.424
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Skills in policy analysis and policy development for immigrant access to healthcare services	.000	1.000	-.390	.390

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	-.042	.838	-.433	.361
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	-.008	.968	-.405	.391
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.050	.804	-.347	.432

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	-.062	.760	-.441	.337
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	.165	.410	-.240	.522
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Demonstrate diplomacy and build trust with community partners working in the health sector	.250	.209	-.155	.583
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	.246	.216	-.159	.581

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.067	.738	-.331	.446
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)	.230	.249	-.176	.569
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	.060	.765	-.338	.440

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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	.287	.147	-.116	.609
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	.000	1.000	-.390	.390
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	-.067	.741	-.445	.332

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
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	-.009	.964	-.405	.390
Age ranges of LIP staff (place an "x" beside all options that apply): less than or equal to 40 years old - Plan, implement, and evaluate an access to healthcare program	-.110	.600	-.494	.309
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more	.127	.527	-.277	.493
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Gender of LIP staff (place an "x" beside all options that apply): male	-.301	.128	-.618	.101
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Gender of LIP staff (place an "x" beside all options that apply): female	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	.127	.527	-.277	.493
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Spoken languages of staff, at home or at the LIP, other than English	.115	.569	-.288	.483
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Spoken languages of staff, at home or at the LIP, other than English	-.302	.125	-.619	.100
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Spoken languages of staff, at home or at the LIP, other than English	.127	.527	-.277	.493
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Spoken languages of staff, at home or at the LIP, other than English	-.126	.531	-.492	.278
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Spoken languages of staff, at home or at the LIP, other than English	.184	.359	-.222	.535

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Spoken languages of staff, at home or at the LIP, other than English	-.126	.531	-.492	.278
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Spoken languages of staff, at home or at the LIP, other than English	.127	.527	-.277	.493
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Spoken languages of staff, at home or at the LIP, other than English	.127	.527	-.277	.493
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Spoken languages of staff, at home or at the LIP, other than English	.184	.359	-.222	.535
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Spoken languages of staff, at home or at the LIP, other than English	.127	.527	-.277	.493

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Spoken languages of staff, at home or at the LIP, other than English	.309	.116	-.092	.624
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Spoken languages of staff, at home or at the LIP, other than English	.127	.527	-.277	.493
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Spoken languages of staff, at home or at the LIP, other than English	-.302	.125	-.619	.100
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Spoken languages of staff, at home or at the LIP, other than English	-.126	.531	-.492	.278
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Spoken languages of staff, at home or at the LIP, other than English	.127	.527	-.277	.493
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Spoken languages of staff, at home or at the LIP, other than English	.347	.076	-.050	.649

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Spoken languages of staff, at home or at the LIP, other than English	-.186	.353	-.537	.220
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Spoken languages of staff, at home or at the LIP, other than English	-.126	.531	-.492	.278
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Spoken languages of staff, at home or at the LIP, other than English	-.029	.887	-.414	.365
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Spoken languages of staff, at home or at the LIP, other than English	.127	.527	-.277	.493
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Spoken languages of staff, at home or at the LIP, other than English	.127	.527	-.277	.493
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Spoken languages of staff, at home or at the LIP, other than English	.127	.527	-.277	.493

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Spoken languages of staff, at home or at the LIP, other than English	.127	.527	-.277	.493
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Spoken languages of staff, at home or at the LIP, other than English	.127	.527	-.277	.493
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Spoken languages of staff, at home or at the LIP, other than English	-.302	.125	-.619	.100
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Spoken languages of staff, at home or at the LIP, other than English	.127	.527	-.277	.493
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Spoken languages of staff, at home or at the LIP, other than English	.127	.527	-.277	.493
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Spoken languages of staff, at home or at the LIP, other than English	.127	.527	-.277	.493

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Staff region of origin or birth (place an "x" beside all options that apply): africa	-.289	.143	-.611	.113
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	.384	.048	-.007	.673
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Staff region of origin or birth (place an "x" beside all options that apply): canada	.287	.147	-.116	.609
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Staff region of origin or birth (place an "x" beside all options that apply): asia	.091	.653	-.310	.464
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Staff region of origin or birth (place an "x" beside all options that apply): europe	.152	.450	-.253	.512
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - 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)	.134	.506	-.270	.498
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - 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	-.031	.880	-.416	.364
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.089	.658	-.312	.463

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Describe how cultural context influences perceptions of health and disease	-.201	.315	-.548	.205
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.228	.253	-.178	.568
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.039	.848	-.357	.422
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Skills in policy analysis and policy development for immigrant access to healthcare services	-.054	.788	-.435	.343

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.012	.955	-.388	.407
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	-.035	.867	-.426	.368
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.057	.776	-.340	.438
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	-.146	.469	-.507	.259

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Develop approaches to gain access to immigrant communities served	.000	1.000	-.390	.390
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Demonstrate diplomacy and build trust with community partners working in the health sector	.057	.776	-.340	.438
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Skills to build coalitions to work collectively on access to healthcare issues	-.020	.920	-.407	.373
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	-.035	.863	-.419	.360
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.038	.851	-.357	.422

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Skills for knowledge brokering	.059	.769	-.339	.439
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - 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	-.066	.744	-.444	.333
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Apply leadership practices that support collaboration and team effectiveness	.057	.776	-.340	.438
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.069	.733	-.330	.447

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.121	.555	-.290	.495
Age ranges of LIP staff (place an "x" beside all options that apply): 41 to 60 - Plan, implement, and evaluate an access to healthcare program	.230	.268	-.193	.581
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Gender of LIP staff (place an "x" beside all options that apply): male	-.204	.309	-.550	.203
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Gender of LIP staff (place an "x" beside all options that apply): female	. ^c	.	.	.
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	-.038	.849	-.422	.357

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Spoken languages of staff, at home or at the LIP, other than English	.277	.161	-.126	.602
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Spoken languages of staff, at home or at the LIP, other than English	-.038	.849	-.422	.357
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Spoken languages of staff, at home or at the LIP, other than English	-.038	.849	-.422	.357
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Spoken languages of staff, at home or at the LIP, other than English	-.055	.783	-.436	.342
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Spoken languages of staff, at home or at the LIP, other than English	-.055	.783	-.436	.342

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Spoken languages of staff, at home or at the LIP, other than English	-.055	.783	-.436	.342
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Spoken languages of staff, at home or at the LIP, other than English	-.038	.849	-.422	.357
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Spoken languages of staff, at home or at the LIP, other than English	-.038	.849	-.422	.357
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Spoken languages of staff, at home or at the LIP, other than English	-.055	.783	-.436	.342

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Spoken languages of staff, at home or at the LIP, other than English	-.038	.849	-.422	.357
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Spoken languages of staff, at home or at the LIP, other than English	.411	.033	.025	.691
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Spoken languages of staff, at home or at the LIP, other than English	-.038	.849	-.422	.357
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Spoken languages of staff, at home or at the LIP, other than English	-.038	.849	-.422	.357
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Spoken languages of staff, at home or at the LIP, other than English	-.055	.783	-.436	.342

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Spoken languages of staff, at home or at the LIP, other than English	-.038	.849	-.422	.357
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Spoken languages of staff, at home or at the LIP, other than English	-.105	.603	-.475	.297
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Spoken languages of staff, at home or at the LIP, other than English	-.082	.685	-.457	.318
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Spoken languages of staff, at home or at the LIP, other than English	-.055	.783	-.436	.342
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Spoken languages of staff, at home or at the LIP, other than English	-.069	.731	-.447	.330

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Spoken languages of staff, at home or at the LIP, other than English	-.038	.849	-.422	.357
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Spoken languages of staff, at home or at the LIP, other than English	-.038	.849	-.422	.357
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Spoken languages of staff, at home or at the LIP, other than English	-.038	.849	-.422	.357
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Spoken languages of staff, at home or at the LIP, other than English	-.038	.849	-.422	.357
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Spoken languages of staff, at home or at the LIP, other than English	-.038	.849	-.422	.357

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Spoken languages of staff, at home or at the LIP, other than English	-.038	.849	-.422	.357
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Spoken languages of staff, at home or at the LIP, other than English	-.038	.849	-.422	.357
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Spoken languages of staff, at home or at the LIP, other than English	-.038	.849	-.422	.357
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Spoken languages of staff, at home or at the LIP, other than English	-.038	.849	-.422	.357
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Staff region of origin or birth (place an "x" beside all options that apply): africa	.302	.125	-.100	.619

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	-.116	.564	-.484	.287
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Staff region of origin or birth (place an "x" beside all options that apply): canada	.069	.731	-.330	.447
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Staff region of origin or birth (place an "x" beside all options that apply): asia	.219	.272	-.187	.561
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Staff region of origin or birth (place an "x" beside all options that apply): europe	.367	.060	-.027	.662
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - 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)	.229	.250	-.177	.568
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - 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	.148	.462	-.257	.509

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.243	.222	-.163	.578
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	-.069	.731	-.447	.330
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.053	.795	-.345	.434
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.200	.316	-.206	.548

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Skills in policy analysis and policy development for immigrant access to healthcare services	.039	.845	-.356	.423
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.294	.144	-.117	.619
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	.263	.195	-.151	.598
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.194	.331	-.212	.543

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
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	.147	.466	-.258	.508
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Develop approaches to gain access to immigrant communities served	.179	.373	-.227	.532
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Demonstrate diplomacy and build trust with community partners working in the health sector	.139	.490	-.266	.502
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Skills to build coalitions to work collectively on access to healthcare issues	.115	.569	-.288	.483

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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	.168	.401	-.237	.524
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.138	.494	-.267	.501
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Skills for knowledge brokering	-.157	.433	-.516	.248
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	.127	.527	-.277	.493

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Apply leadership practices that support collaboration and team effectiveness	.139	.490	-.266	.502
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	-.069	.731	-.447	.330
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.322	.109	-.087	.638
Age ranges of LIP staff (place an "x" beside all options that apply): equal to 61 or more - Plan, implement, and evaluate an access to healthcare program	.076	.718	-.340	.467
Gender of LIP staff (place an "x" beside all options that apply): male - Gender of LIP staff (place an "x" beside all options that apply): female	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Gender of LIP staff (place an "x" beside all options that apply): male - Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	-.192	.327	-.536	.206
Gender of LIP staff (place an "x" beside all options that apply): male - Spoken languages of staff, at home or at the LIP, other than English	-.229	.240	-.563	.168
Gender of LIP staff (place an "x" beside all options that apply): male - Spoken languages of staff, at home or at the LIP, other than English	.192	.327	-.206	.536
Gender of LIP staff (place an "x" beside all options that apply): male - Spoken languages of staff, at home or at the LIP, other than English	.192	.327	-.206	.536
Gender of LIP staff (place an "x" beside all options that apply): male - Spoken languages of staff, at home or at the LIP, other than English	.277	.153	-.118	.597
Gender of LIP staff (place an "x" beside all options that apply): male - Spoken languages of staff, at home or at the LIP, other than English	.000	1.000	-.383	.383

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Gender of LIP staff (place an "x" beside all options that apply): male - Spoken languages of staff, at home or at the LIP, other than English	.277	.153	-.118	.597
Gender of LIP staff (place an "x" beside all options that apply): male - Spoken languages of staff, at home or at the LIP, other than English	.192	.327	-.206	.536
Gender of LIP staff (place an "x" beside all options that apply): male - Spoken languages of staff, at home or at the LIP, other than English	-.192	.327	-.536	.206
Gender of LIP staff (place an "x" beside all options that apply): male - Spoken languages of staff, at home or at the LIP, other than English	.192	.327	-.206	.536
Gender of LIP staff (place an "x" beside all options that apply): male - Spoken languages of staff, at home or at the LIP, other than English	.000	1.000	-.383	.383
Gender of LIP staff (place an "x" beside all options that apply): male - Spoken languages of staff, at home or at the LIP, other than English	.192	.327	-.206	.536

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Gender of LIP staff (place an "x" beside all options that apply): male - Spoken languages of staff, at home or at the LIP, other than English	.000	1.000	-.383	.383
Gender of LIP staff (place an "x" beside all options that apply): male - Spoken languages of staff, at home or at the LIP, other than English	-.192	.327	-.536	.206
Gender of LIP staff (place an "x" beside all options that apply): male - Spoken languages of staff, at home or at the LIP, other than English	.192	.327	-.206	.536
Gender of LIP staff (place an "x" beside all options that apply): male - Spoken languages of staff, at home or at the LIP, other than English	.277	.153	-.118	.597
Gender of LIP staff (place an "x" beside all options that apply): male - Spoken languages of staff, at home or at the LIP, other than English	.192	.327	-.206	.536
Gender of LIP staff (place an "x" beside all options that apply): male - Spoken languages of staff, at home or at the LIP, other than English	.174	.376	-.224	.522

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Gender of LIP staff (place an "x" beside all options that apply): male - Spoken languages of staff, at home or at the LIP, other than English	-.093	.637	-.460	.300
Gender of LIP staff (place an "x" beside all options that apply): male - Spoken languages of staff, at home or at the LIP, other than English	.000	1.000	-.383	.383
Gender of LIP staff (place an "x" beside all options that apply): male - Spoken languages of staff, at home or at the LIP, other than English	.346	.071	-.042	.644
Gender of LIP staff (place an "x" beside all options that apply): male - Spoken languages of staff, at home or at the LIP, other than English	-.192	.327	-.536	.206
Gender of LIP staff (place an "x" beside all options that apply): male - Spoken languages of staff, at home or at the LIP, other than English	-.192	.327	-.536	.206
Gender of LIP staff (place an "x" beside all options that apply): male - Spoken languages of staff, at home or at the LIP, other than English	-.192	.327	-.536	.206

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Gender of LIP staff (place an "x" beside all options that apply): male - Spoken languages of staff, at home or at the LIP, other than English	-.192	.327	-.536	.206
Gender of LIP staff (place an "x" beside all options that apply): male - Spoken languages of staff, at home or at the LIP, other than English	-.192	.327	-.536	.206
Gender of LIP staff (place an "x" beside all options that apply): male - Spoken languages of staff, at home or at the LIP, other than English	-.192	.327	-.536	.206
Gender of LIP staff (place an "x" beside all options that apply): male - Spoken languages of staff, at home or at the LIP, other than English	-.192	.327	-.536	.206
Gender of LIP staff (place an "x" beside all options that apply): male - Spoken languages of staff, at home or at the LIP, other than English	-.192	.327	-.536	.206
Gender of LIP staff (place an "x" beside all options that apply): male - Spoken languages of staff, at home or at the LIP, other than English	.192	.327	-.206	.536

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Gender of LIP staff (place an "x" beside all options that apply): male - Staff region of origin or birth (place an "x" beside all options that apply): africa	-.076	.699	-.446	.316
Gender of LIP staff (place an "x" beside all options that apply): male - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	.247	.204	-.150	.576
Gender of LIP staff (place an "x" beside all options that apply): male - Staff region of origin or birth (place an "x" beside all options that apply): canada	.000	1.000	-.383	.383
Gender of LIP staff (place an "x" beside all options that apply): male - Staff region of origin or birth (place an "x" beside all options that apply): asia	.358	.061	-.029	.652
Gender of LIP staff (place an "x" beside all options that apply): male - Staff region of origin or birth (place an "x" beside all options that apply): europe	-.247	.204	-.576	.150
Gender of LIP staff (place an "x" beside all options that apply): male - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Gender of LIP staff (place an "x" beside all options that apply): male - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): male - 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)	-.019	.924	-.399	.367
Gender of LIP staff (place an "x" beside all options that apply): male - 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	.189	.336	-.209	.533
Gender of LIP staff (place an "x" beside all options that apply): male - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.048	.810	-.342	.423

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Gender of LIP staff (place an "x" beside all options that apply): male - Describe how cultural context influences perceptions of health and disease	.175	.374	-.223	.523
Gender of LIP staff (place an "x" beside all options that apply): male - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	-.083	.674	-.452	.310
Gender of LIP staff (place an "x" beside all options that apply): male - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	-.037	.850	-.414	.351
Gender of LIP staff (place an "x" beside all options that apply): male - Skills in policy analysis and policy development for immigrant access to healthcare services	.078	.692	-.314	.448
Gender of LIP staff (place an "x" beside all options that apply): male - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.050	.805	-.347	.432

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Gender of LIP staff (place an "x" beside all options that apply): male - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.114	.573	-.289	.482
Gender of LIP staff (place an "x" beside all options that apply): male - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.049	.805	-.341	.424
Gender of LIP staff (place an "x" beside all options that apply): male - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.203	.301	-.196	.543
Gender of LIP staff (place an "x" beside all options that apply): male - Develop approaches to gain access to immigrant communities served	.249	.201	-.148	.577
Gender of LIP staff (place an "x" beside all options that apply): male - Demonstrate diplomacy and build trust with community partners working in the health sector	.298	.123	-.096	.611

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
Gender of LIP staff (place an "x" beside all options that apply): male - Skills to build coalitions to work collectively on access to healthcare issues	.445	.018	.075	.708
Gender of LIP staff (place an "x" beside all options that apply): male - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.088	.656	-.305	.456
Gender of LIP staff (place an "x" beside all options that apply): male - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.195	.320	-.203	.538
Gender of LIP staff (place an "x" beside all options that apply): male - Skills for knowledge brokering	-.105	.593	-.469	.289
Gender of LIP staff (place an "x" beside all options that apply): male - 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	.158	.422	-.239	.510

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Gender of LIP staff (place an "x" beside all options that apply): male - Apply leadership practices that support collaboration and team effectiveness	-.076	.699	-.446	.316
Gender of LIP staff (place an "x" beside all options that apply): male - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	-.059	.766	-.432	.332
Gender of LIP staff (place an "x" beside all options that apply): male - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	-.259	.201	-.595	.154
Gender of LIP staff (place an "x" beside all options that apply): male - Plan, implement, and evaluate an access to healthcare program	.060	.777	-.354	.454
Gender of LIP staff (place an "x" beside all options that apply): female - Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Gender of LIP staff (place an "x" beside all options that apply): female - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Gender of LIP staff (place an "x" beside all options that apply): female - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Gender of LIP staff (place an "x" beside all options that apply): female - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Gender of LIP staff (place an "x" beside all options that apply): female - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Gender of LIP staff (place an "x" beside all options that apply): female - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Spoken languages of staff, at home or at the LIP, other than English	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Staff region of origin or birth (place an "x" beside all options that apply): africa	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Gender of LIP staff (place an "x" beside all options that apply): female - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Staff region of origin or birth (place an "x" beside all options that apply): canada	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Staff region of origin or birth (place an "x" beside all options that apply): asia	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Staff region of origin or birth (place an "x" beside all options that apply): europe	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Gender of LIP staff (place an "x" beside all options that apply): female - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - 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)	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - 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	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Gender of LIP staff (place an "x" beside all options that apply): female - Describe how cultural context influences perceptions of health and disease	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Skills in policy analysis and policy development for immigrant access to healthcare services	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Gender of LIP staff (place an "x" beside all options that apply): female - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Gender of LIP staff (place an "x" beside all options that apply): female - Develop approaches to gain access to immigrant communities served	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Demonstrate diplomacy and build trust with community partners working in the health sector	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Skills to build coalitions to work collectively on access to healthcare issues	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Gender of LIP staff (place an "x" beside all options that apply): female - Skills for knowledge brokering	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - 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	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Apply leadership practices that support collaboration and team effectiveness	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): female - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Gender of LIP staff (place an "x" beside all options that apply): female - Plan, implement, and evaluate an access to healthcare program	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Spoken languages of staff, at home or at the LIP, other than English	.280	.150	-.116	.599
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Spoken languages of staff, at home or at the LIP, other than English	-.067	.736	-.438	.325

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Spoken languages of staff, at home or at the LIP, other than English	1.000 ^d	.000	.	.
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Spoken languages of staff, at home or at the LIP, other than English	1.000 ^d	.000	.	.
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Spoken languages of staff, at home or at the LIP, other than English	1.000 ^d	.000	.	.
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Spoken languages of staff, at home or at the LIP, other than English	1.000 ^d	.000	.	.
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Spoken languages of staff, at home or at the LIP, other than English	1.000 ^d	.000	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Staff region of origin or birth (place an "x" beside all options that apply): africa	.280	.150	-.116	.599

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	-.111	.574	-.474	.284
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Staff region of origin or birth (place an "x" beside all options that apply): canada	.079	.691	-.314	.448
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Staff region of origin or birth (place an "x" beside all options that apply): asia	-.179	.362	-.526	.219
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Staff region of origin or birth (place an "x" beside all options that apply): europe	.333	.083	-.057	.635
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - 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)	.230	.238	-.167	.564
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - 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	.141	.473	-.256	.497

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.244	.211	-.154	.573
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Describe how cultural context influences perceptions of health and disease	-.078	.691	-.448	.314
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.261	.179	-.135	.586
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.201	.304	-.197	.543

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Skills in policy analysis and policy development for immigrant access to healthcare services	.261	.180	-.136	.585
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.290	.142	-.112	.611
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.261	.188	-.143	.591

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.197	.315	-.201	.539
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.150	.446	-.247	.504
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Develop approaches to gain access to immigrant communities served	.181	.357	-.217	.527
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Demonstrate diplomacy and build trust with community partners working in the health sector	.143	.466	-.253	.499

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Skills to build coalitions to work collectively on access to healthcare issues	.120	.543	-.276	.481
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.171	.384	-.227	.520
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.131	.505	-.265	.490
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Skills for knowledge brokering	.203	.301	-.195	.544

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - 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	.122	.537	-.274	.482
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Apply leadership practices that support collaboration and team effectiveness	.132	.502	-.264	.491
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.251	.197	-.146	.579
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.000	1.000	-.398	.398

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Gender of LIP staff (place an "x" beside all options that apply): other, prefer to self-describe - Plan, implement, and evaluate an access to healthcare program	.076	.718	-.340	.467
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.280	.150	-.116	.599
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.132	.502	-.491	.264
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.191	.331	-.535	.207
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.106	.591	-.289	.470
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.191	.331	-.535	.207

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.132	.502	-.491	.264
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.132	.502	-.491	.264
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.132	.502	-.491	.264
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.191	.331	-.535	.207
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.132	.502	-.491	.264
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.013	.946	-.372	.394

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.132	.502	-.491	.264
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.132	.502	-.491	.264
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.191	.331	-.535	.207
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.132	.502	-.491	.264
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.013	.946	-.372	.394
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.121	.539	-.482	.275

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.191	.331	-.535	.207
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.238	.222	-.569	.159
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.280	.150	-.116	.599
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.280	.150	-.116	.599
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.280	.150	-.116	.599
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.280	.150	-.116	.599

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.280	.150	-.116	.599
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.132	.502	-.491	.264
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.280	.150	-.116	.599
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.132	.502	-.491	.264
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.132	.502	-.491	.264
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): africa	.345	.072	-.044	.643

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	-.221	.259	-.557	.177
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): canada	.062	.752	-.328	.435
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): asia	-.334	.082	-.636	.056
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): europe	.309	.110	-.084	.619
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - 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)	-.010	.959	-.392	.374
Spoken languages of staff, at home or at the LIP, other than English - 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	-.135	.494	-.492	.262
Spoken languages of staff, at home or at the LIP, other than English - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	-.107	.588	-.471	.288
Spoken languages of staff, at home or at the LIP, other than English - Describe how cultural context influences perceptions of health and disease	.005	.979	-.379	.387

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.025	.901	-.362	.404
Spoken languages of staff, at home or at the LIP, other than English - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.055	.781	-.335	.429
Spoken languages of staff, at home or at the LIP, other than English - Skills in policy analysis and policy development for immigrant access to healthcare services	-.321	.096	-.627	.071
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.033	.871	-.362	.418

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.049	.810	-.348	.431
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	-.110	.579	-.473	.285
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	-.266	.172	-.589	.131
Spoken languages of staff, at home or at the LIP, other than English - Develop approaches to gain access to immigrant communities served	.149	.450	-.248	.503
Spoken languages of staff, at home or at the LIP, other than English - Demonstrate diplomacy and build trust with community partners working in the health sector	.034	.863	-.353	.412

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to build coalitions to work collectively on access to healthcare issues	-.095	.629	-.462	.299
Spoken languages of staff, at home or at the LIP, other than English - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.115	.560	-.280	.477
Spoken languages of staff, at home or at the LIP, other than English - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.157	.426	-.241	.509
Spoken languages of staff, at home or at the LIP, other than English - Skills for knowledge brokering	-.226	.248	-.560	.172
Spoken languages of staff, at home or at the LIP, other than English - 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	-.073	.714	-.443	.319

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower _b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Apply leadership practices that support collaboration and team effectiveness	-.018	.929	-.398	.368
Spoken languages of staff, at home or at the LIP, other than English - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	-.032	.873	-.410	.356
Spoken languages of staff, at home or at the LIP, other than English - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.235	.247	-.179	.579
Spoken languages of staff, at home or at the LIP, other than English - Plan, implement, and evaluate an access to healthcare program	.012	.953	-.395	.416
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.067	.736	-.438	.325
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): africa	.280	.150	-.116	.599
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	-.111	.574	-.474	.284
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): canada	.079	.691	-.314	.448
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): asia	-.179	.362	-.526	.219
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): europe	-.111	.574	-.474	.284

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - 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)	-.051	.796	-.426	.338
Spoken languages of staff, at home or at the LIP, other than English - 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	.141	.473	-.256	.497

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	-.269	.166	-.591	.127
Spoken languages of staff, at home or at the LIP, other than English - Describe how cultural context influences perceptions of health and disease	.235	.228	-.162	.567
Spoken languages of staff, at home or at the LIP, other than English - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.050	.801	-.340	.425
Spoken languages of staff, at home or at the LIP, other than English - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.201	.304	-.197	.543
Spoken languages of staff, at home or at the LIP, other than English - Skills in policy analysis and policy development for immigrant access to healthcare services	.050	.802	-.340	.425

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.079	.695	-.321	.455
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.065	.746	-.333	.444
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	-.131	.505	-.490	.265
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.150	.446	-.247	.504

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Develop approaches to gain access to immigrant communities served	.181	.357	-.217	.527
Spoken languages of staff, at home or at the LIP, other than English - Demonstrate diplomacy and build trust with community partners working in the health sector	.143	.466	-.253	.499
Spoken languages of staff, at home or at the LIP, other than English - Skills to build coalitions to work collectively on access to healthcare issues	.120	.543	-.276	.481
Spoken languages of staff, at home or at the LIP, other than English - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.171	.384	-.227	.520
Spoken languages of staff, at home or at the LIP, other than English - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.131	.505	-.265	.490

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills for knowledge brokering	-.162	.409	-.513	.235
Spoken languages of staff, at home or at the LIP, other than English - 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	.122	.537	-.274	.482
Spoken languages of staff, at home or at the LIP, other than English - Apply leadership practices that support collaboration and team effectiveness	.132	.502	-.264	.491
Spoken languages of staff, at home or at the LIP, other than English - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.251	.197	-.146	.579
Spoken languages of staff, at home or at the LIP, other than English - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.000	1.000	-.398	.398

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Spoken languages of staff, at home or at the LIP, other than English - Plan, implement, and evaluate an access to healthcare program	.076	.718	-.340	.467
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	1.000 ^d	.000	.	.
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	1.000 ^d	.000	.	.
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	1.000 ^d	.000	.	.
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.067	.736	-.438	.325

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): africa	.280	.150	-.116	.599
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	.333	.083	-.057	.635
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): canada	.079	.691	-.314	.448

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): asia	.207	.291	-.191	.546
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): europe	.333	.083	-.057	.635
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - 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)	.230	.238	-.167	.564

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - 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	.141	.473	-.256	.497
Spoken languages of staff, at home or at the LIP, other than English - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.244	.211	-.154	.573
Spoken languages of staff, at home or at the LIP, other than English - Describe how cultural context influences perceptions of health and disease	.235	.228	-.162	.567
Spoken languages of staff, at home or at the LIP, other than English - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.050	.801	-.340	.425

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	-.038	.849	-.415	.350
Spoken languages of staff, at home or at the LIP, other than English - Skills in policy analysis and policy development for immigrant access to healthcare services	.050	.802	-.340	.425
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.079	.695	-.321	.455
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.065	.746	-.333	.444

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	-.131	.505	-.490	.265
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.150	.446	-.247	.504
Spoken languages of staff, at home or at the LIP, other than English - Develop approaches to gain access to immigrant communities served	.181	.357	-.217	.527
Spoken languages of staff, at home or at the LIP, other than English - Demonstrate diplomacy and build trust with community partners working in the health sector	.143	.466	-.253	.499

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to build coalitions to work collectively on access to healthcare issues	.120	.543	-.276	.481
Spoken languages of staff, at home or at the LIP, other than English - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	-.132	.504	-.490	.265
Spoken languages of staff, at home or at the LIP, other than English - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.131	.505	-.265	.490
Spoken languages of staff, at home or at the LIP, other than English - Skills for knowledge brokering	.203	.301	-.195	.544
Spoken languages of staff, at home or at the LIP, other than English - 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	-.304	.115	-.616	.089

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Spoken languages of staff, at home or at the LIP, other than English - Apply leadership practices that support collaboration and team effectiveness	.132	.502	-.264	.491
Spoken languages of staff, at home or at the LIP, other than English - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.251	.197	-.146	.579
Spoken languages of staff, at home or at the LIP, other than English - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.000	1.000	-.398	.398
Spoken languages of staff, at home or at the LIP, other than English - Plan, implement, and evaluate an access to healthcare program	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.462	.013	.095	.718
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.462	.013	.095	.718

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.462	.013	.095	.718
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.145	.462	-.500	.252

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.462	.013	.095	.718
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.145	.462	-.500	.252
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.129	.512	-.488	.267

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.077	.697	-.447	.315
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.096	.627	-.462	.298
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): africa	.106	.591	-.289	.470

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	.160	.416	-.237	.512
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): canada	.113	.566	-.282	.476
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): asia	.020	.920	-.366	.400
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): europe	.480	.010	.119	.729
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - 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)	.129	.513	-.267	.488
Spoken languages of staff, at home or at the LIP, other than English - 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	.204	.299	-.195	.544
Spoken languages of staff, at home or at the LIP, other than English - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.148	.453	-.249	.502
Spoken languages of staff, at home or at the LIP, other than English - Describe how cultural context influences perceptions of health and disease	.339	.077	-.050	.639

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.224	.251	-.174	.559
Spoken languages of staff, at home or at the LIP, other than English - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.118	.550	-.278	.479
Spoken languages of staff, at home or at the LIP, other than English - Skills in policy analysis and policy development for immigrant access to healthcare services	.072	.718	-.320	.442
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.114	.571	-.289	.483

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.094	.640	-.307	.467
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.047	.811	-.342	.423
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.216	.269	-.182	.554
Spoken languages of staff, at home or at the LIP, other than English - Develop approaches to gain access to immigrant communities served	.261	.180	-.136	.585
Spoken languages of staff, at home or at the LIP, other than English - Demonstrate diplomacy and build trust with community partners working in the health sector	.207	.291	-.191	.546

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to build coalitions to work collectively on access to healthcare issues	.173	.379	-.225	.521
Spoken languages of staff, at home or at the LIP, other than English - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.028	.886	-.358	.407
Spoken languages of staff, at home or at the LIP, other than English - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.189	.334	-.209	.534
Spoken languages of staff, at home or at the LIP, other than English - Skills for knowledge brokering	.029	.883	-.358	.408
Spoken languages of staff, at home or at the LIP, other than English - 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	-.132	.505	-.490	.265

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower _b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Apply leadership practices that support collaboration and team effectiveness	.191	.331	-.207	.535
Spoken languages of staff, at home or at the LIP, other than English - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.362	.058	-.024	.654
Spoken languages of staff, at home or at the LIP, other than English - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	-.221	.278	-.569	.193
Spoken languages of staff, at home or at the LIP, other than English - Plan, implement, and evaluate an access to healthcare program	-.213	.306	-.569	.211
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.462	.013	.095	.718
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.694	<.001	.423	.851

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.462	.013	.095	.718
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.145	.462	-.500	.252
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.077	.697	-.447	.315
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.145	.462	-.500	.252
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.233	.233	-.165	.565
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.077	.697	-.447	.315

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.096	.627	-.462	.298
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): africa	.106	.591	-.289	.470
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	.160	.416	-.237	.512

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): canada	.113	.566	-.282	.476
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): asia	.020	.920	-.366	.400
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): europe	.480	.010	.119	.729
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - 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)	.332	.084	-.059	.634
Spoken languages of staff, at home or at the LIP, other than English - 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	.204	.299	-.195	.544
Spoken languages of staff, at home or at the LIP, other than English - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.351	.067	-.037	.647
Spoken languages of staff, at home or at the LIP, other than English - Describe how cultural context influences perceptions of health and disease	.339	.077	-.050	.639

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.224	.251	-.174	.559
Spoken languages of staff, at home or at the LIP, other than English - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.118	.550	-.278	.479
Spoken languages of staff, at home or at the LIP, other than English - Skills in policy analysis and policy development for immigrant access to healthcare services	.072	.718	-.320	.442
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.266	.179	-.138	.595

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.236	.237	-.170	.573
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.047	.811	-.342	.423
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.216	.269	-.182	.554
Spoken languages of staff, at home or at the LIP, other than English - Develop approaches to gain access to immigrant communities served	.261	.180	-.136	.585
Spoken languages of staff, at home or at the LIP, other than English - Demonstrate diplomacy and build trust with community partners working in the health sector	.207	.291	-.191	.546

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to build coalitions to work collectively on access to healthcare issues	.173	.379	-.225	.521
Spoken languages of staff, at home or at the LIP, other than English - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.028	.886	-.358	.407
Spoken languages of staff, at home or at the LIP, other than English - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.189	.334	-.209	.534
Spoken languages of staff, at home or at the LIP, other than English - Skills for knowledge brokering	.292	.131	-.102	.607
Spoken languages of staff, at home or at the LIP, other than English - 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	-.132	.505	-.490	.265

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower _b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Apply leadership practices that support collaboration and team effectiveness	.191	.331	-.207	.535
Spoken languages of staff, at home or at the LIP, other than English - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.362	.058	-.024	.654
Spoken languages of staff, at home or at the LIP, other than English - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.232	.254	-.182	.577
Spoken languages of staff, at home or at the LIP, other than English - Plan, implement, and evaluate an access to healthcare program	.320	.119	-.099	.642
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.462	.013	.095	.718
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.145	.462	-.500	.252
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.077	.697	-.447	.315
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.145	.462	-.500	.252
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.233	.233	-.165	.565
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.077	.697	-.447	.315
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.096	.627	-.462	.298

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): africa	.106	.591	-.289	.470
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	.160	.416	-.237	.512
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): canada	.113	.566	-.282	.476

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): asia	.298	.124	-.096	.611
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): europe	.160	.416	-.237	.512
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - 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)	.332	.084	-.059	.634

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - 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	.204	.299	-.195	.544
Spoken languages of staff, at home or at the LIP, other than English - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.351	.067	-.037	.647
Spoken languages of staff, at home or at the LIP, other than English - Describe how cultural context influences perceptions of health and disease	.113	.567	-.282	.476
Spoken languages of staff, at home or at the LIP, other than English - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.072	.717	-.320	.443

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.118	.550	-.278	.479
Spoken languages of staff, at home or at the LIP, other than English - Skills in policy analysis and policy development for immigrant access to healthcare services	.224	.253	-.174	.559
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.114	.571	-.289	.483
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	-.057	.779	-.437	.341

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	-.189	.334	-.534	.209
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.216	.269	-.182	.554
Spoken languages of staff, at home or at the LIP, other than English - Develop approaches to gain access to immigrant communities served	-.056	.778	-.430	.334
Spoken languages of staff, at home or at the LIP, other than English - Demonstrate diplomacy and build trust with community partners working in the health sector	.207	.291	-.191	.546

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to build coalitions to work collectively on access to healthcare issues	.173	.379	-.225	.521
Spoken languages of staff, at home or at the LIP, other than English - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.028	.886	-.358	.407
Spoken languages of staff, at home or at the LIP, other than English - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.189	.334	-.209	.534
Spoken languages of staff, at home or at the LIP, other than English - Skills for knowledge brokering	.292	.131	-.102	.607
Spoken languages of staff, at home or at the LIP, other than English - 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	-.132	.505	-.490	.265

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Apply leadership practices that support collaboration and team effectiveness	.191	.331	-.207	.535
Spoken languages of staff, at home or at the LIP, other than English - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.133	.498	-.263	.491
Spoken languages of staff, at home or at the LIP, other than English - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	-.221	.278	-.569	.193
Spoken languages of staff, at home or at the LIP, other than English - Plan, implement, and evaluate an access to healthcare program	.076	.718	-.340	.467
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	1.000 ^d	.000	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	1.000 ^d	.000	.	.
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.067	.736	-.438	.325
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): africa	.280	.150	-.116	.599
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	.333	.083	-.057	.635
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): canada	.079	.691	-.314	.448
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): asia	.207	.291	-.191	.546

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): europe	.333	.083	-.057	.635
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - 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)	.230	.238	-.167	.564

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - 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	.141	.473	-.256	.497
Spoken languages of staff, at home or at the LIP, other than English - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.244	.211	-.154	.573
Spoken languages of staff, at home or at the LIP, other than English - Describe how cultural context influences perceptions of health and disease	.235	.228	-.162	.567
Spoken languages of staff, at home or at the LIP, other than English - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.050	.801	-.340	.425

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	-.038	.849	-.415	.350
Spoken languages of staff, at home or at the LIP, other than English - Skills in policy analysis and policy development for immigrant access to healthcare services	.050	.802	-.340	.425
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.079	.695	-.321	.455
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.065	.746	-.333	.444

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	-.131	.505	-.490	.265
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.150	.446	-.247	.504
Spoken languages of staff, at home or at the LIP, other than English - Develop approaches to gain access to immigrant communities served	.181	.357	-.217	.527
Spoken languages of staff, at home or at the LIP, other than English - Demonstrate diplomacy and build trust with community partners working in the health sector	.143	.466	-.253	.499

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to build coalitions to work collectively on access to healthcare issues	.120	.543	-.276	.481
Spoken languages of staff, at home or at the LIP, other than English - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	-.132	.504	-.490	.265
Spoken languages of staff, at home or at the LIP, other than English - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.131	.505	-.265	.490
Spoken languages of staff, at home or at the LIP, other than English - Skills for knowledge brokering	.203	.301	-.195	.544
Spoken languages of staff, at home or at the LIP, other than English - 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	-.304	.115	-.616	.089

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Spoken languages of staff, at home or at the LIP, other than English - Apply leadership practices that support collaboration and team effectiveness	.132	.502	-.264	.491
Spoken languages of staff, at home or at the LIP, other than English - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.251	.197	-.146	.579
Spoken languages of staff, at home or at the LIP, other than English - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.000	1.000	-.398	.398
Spoken languages of staff, at home or at the LIP, other than English - Plan, implement, and evaluate an access to healthcare program	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.369	.054	-.017	.659
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.413	.029	.035	.687
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.067	.736	-.438	.325
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): africa	.280	.150	-.116	.599
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	-.111	.574	-.474	.284
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): canada	-.471	.011	-.724	-.108
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): asia	.207	.291	-.191	.546
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): europe	.333	.083	-.057	.635

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - 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)	-.051	.796	-.426	.338
Spoken languages of staff, at home or at the LIP, other than English - 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	.141	.473	-.256	.497

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	-.038	.846	-.415	.350
Spoken languages of staff, at home or at the LIP, other than English - Describe how cultural context influences perceptions of health and disease	.235	.228	-.162	.567
Spoken languages of staff, at home or at the LIP, other than English - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.050	.801	-.340	.425
Spoken languages of staff, at home or at the LIP, other than English - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	-.201	.304	-.543	.197
Spoken languages of staff, at home or at the LIP, other than English - Skills in policy analysis and policy development for immigrant access to healthcare services	-.161	.412	-.513	.236

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	-.145	.470	-.507	.260
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	-.144	.475	-.505	.261
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	-.131	.505	-.490	.265
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	-.314	.104	-.622	.079

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Develop approaches to gain access to immigrant communities served	-.090	.647	-.458	.303
Spoken languages of staff, at home or at the LIP, other than English - Demonstrate diplomacy and build trust with community partners working in the health sector	-.258	.185	-.584	.139
Spoken languages of staff, at home or at the LIP, other than English - Skills to build coalitions to work collectively on access to healthcare issues	-.240	.219	-.571	.157
Spoken languages of staff, at home or at the LIP, other than English - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	-.132	.504	-.490	.265
Spoken languages of staff, at home or at the LIP, other than English - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.131	.505	-.265	.490

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Spoken languages of staff, at home or at the LIP, other than English - Skills for knowledge brokering	.203	.301	-.195	.544
Spoken languages of staff, at home or at the LIP, other than English - 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	.122	.537	-.274	.482
Spoken languages of staff, at home or at the LIP, other than English - Apply leadership practices that support collaboration and team effectiveness	.132	.502	-.264	.491
Spoken languages of staff, at home or at the LIP, other than English - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	-.066	.738	-.438	.325
Spoken languages of staff, at home or at the LIP, other than English - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Spoken languages of staff, at home or at the LIP, other than English - Plan, implement, and evaluate an access to healthcare program	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	1.000 ^d	.000	.	.
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.067	.736	-.438	.325

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): africa	.280	.150	-.116	.599
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	.333	.083	-.057	.635
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): canada	.079	.691	-.314	.448

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): asia	.207	.291	-.191	.546
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): europe	.333	.083	-.057	.635
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - 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)	.230	.238	-.167	.564

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - 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	.141	.473	-.256	.497
Spoken languages of staff, at home or at the LIP, other than English - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.244	.211	-.154	.573
Spoken languages of staff, at home or at the LIP, other than English - Describe how cultural context influences perceptions of health and disease	.235	.228	-.162	.567
Spoken languages of staff, at home or at the LIP, other than English - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.050	.801	-.340	.425

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	-.038	.849	-.415	.350
Spoken languages of staff, at home or at the LIP, other than English - Skills in policy analysis and policy development for immigrant access to healthcare services	.050	.802	-.340	.425
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.079	.695	-.321	.455
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.065	.746	-.333	.444

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	-.131	.505	-.490	.265
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.150	.446	-.247	.504
Spoken languages of staff, at home or at the LIP, other than English - Develop approaches to gain access to immigrant communities served	.181	.357	-.217	.527
Spoken languages of staff, at home or at the LIP, other than English - Demonstrate diplomacy and build trust with community partners working in the health sector	.143	.466	-.253	.499

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to build coalitions to work collectively on access to healthcare issues	.120	.543	-.276	.481
Spoken languages of staff, at home or at the LIP, other than English - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	-.132	.504	-.490	.265
Spoken languages of staff, at home or at the LIP, other than English - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.131	.505	-.265	.490
Spoken languages of staff, at home or at the LIP, other than English - Skills for knowledge brokering	.203	.301	-.195	.544
Spoken languages of staff, at home or at the LIP, other than English - 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	-.304	.115	-.616	.089

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Apply leadership practices that support collaboration and team effectiveness	.132	.502	-.264	.491
Spoken languages of staff, at home or at the LIP, other than English - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.251	.197	-.146	.579
Spoken languages of staff, at home or at the LIP, other than English - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.000	1.000	-.398	.398
Spoken languages of staff, at home or at the LIP, other than English - Plan, implement, and evaluate an access to healthcare program	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.145	.462	-.500	.252

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.077	.697	-.447	.315
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.145	.462	-.500	.252
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.129	.512	-.488	.267

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.077	.697	-.447	.315
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.096	.627	-.462	.298
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): africa	.106	.591	-.289	.470

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	.480	.010	.119	.729
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): canada	.113	.566	-.282	.476
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): asia	.298	.124	-.096	.611
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): europe	.160	.416	-.237	.512
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - 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)	.129	.513	-.267	.488
Spoken languages of staff, at home or at the LIP, other than English - 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	-.061	.758	-.434	.330
Spoken languages of staff, at home or at the LIP, other than English - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.148	.453	-.249	.502
Spoken languages of staff, at home or at the LIP, other than English - Describe how cultural context influences perceptions of health and disease	.113	.567	-.282	.476

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Spoken languages of staff, at home or at the LIP, other than English - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.224	.251	-.174	.559
Spoken languages of staff, at home or at the LIP, other than English - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.118	.550	-.278	.479
Spoken languages of staff, at home or at the LIP, other than English - Skills in policy analysis and policy development for immigrant access to healthcare services	.224	.253	-.174	.559
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	-.048	.814	-.430	.349

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower _b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	-.057	.779	-.437	.341
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.047	.811	-.342	.423
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.216	.269	-.182	.554
Spoken languages of staff, at home or at the LIP, other than English - Develop approaches to gain access to immigrant communities served	-.056	.778	-.430	.334
Spoken languages of staff, at home or at the LIP, other than English - Demonstrate diplomacy and build trust with community partners working in the health sector	.207	.291	-.191	.546

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to build coalitions to work collectively on access to healthcare issues	.173	.379	-.225	.521
Spoken languages of staff, at home or at the LIP, other than English - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.028	.886	-.358	.407
Spoken languages of staff, at home or at the LIP, other than English - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.189	.334	-.209	.534
Spoken languages of staff, at home or at the LIP, other than English - Skills for knowledge brokering	.292	.131	-.102	.607
Spoken languages of staff, at home or at the LIP, other than English - 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	-.132	.505	-.490	.265

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower _b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Apply leadership practices that support collaboration and team effectiveness	.191	.331	-.207	.535
Spoken languages of staff, at home or at the LIP, other than English - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.362	.058	-.024	.654
Spoken languages of staff, at home or at the LIP, other than English - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	-.221	.278	-.569	.193
Spoken languages of staff, at home or at the LIP, other than English - Plan, implement, and evaluate an access to healthcare program	-.213	.306	-.569	.211
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.067	.736	-.438	.325
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): africa	.280	.150	-.116	.599
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	.333	.083	-.057	.635

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): canada	.079	.691	-.314	.448
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): asia	.207	.291	-.191	.546
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): europe	.333	.083	-.057	.635
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - 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)	.230	.238	-.167	.564
Spoken languages of staff, at home or at the LIP, other than English - 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	.141	.473	-.256	.497
Spoken languages of staff, at home or at the LIP, other than English - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.244	.211	-.154	.573
Spoken languages of staff, at home or at the LIP, other than English - Describe how cultural context influences perceptions of health and disease	.235	.228	-.162	.567

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.050	.801	-.340	.425
Spoken languages of staff, at home or at the LIP, other than English - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	-.038	.849	-.415	.350
Spoken languages of staff, at home or at the LIP, other than English - Skills in policy analysis and policy development for immigrant access to healthcare services	.050	.802	-.340	.425
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.079	.695	-.321	.455

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.065	.746	-.333	.444
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	-.131	.505	-.490	.265
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.150	.446	-.247	.504
Spoken languages of staff, at home or at the LIP, other than English - Develop approaches to gain access to immigrant communities served	.181	.357	-.217	.527
Spoken languages of staff, at home or at the LIP, other than English - Demonstrate diplomacy and build trust with community partners working in the health sector	.143	.466	-.253	.499

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to build coalitions to work collectively on access to healthcare issues	.120	.543	-.276	.481
Spoken languages of staff, at home or at the LIP, other than English - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	-.132	.504	-.490	.265
Spoken languages of staff, at home or at the LIP, other than English - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.131	.505	-.265	.490
Spoken languages of staff, at home or at the LIP, other than English - Skills for knowledge brokering	.203	.301	-.195	.544
Spoken languages of staff, at home or at the LIP, other than English - 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	-.304	.115	-.616	.089

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Spoken languages of staff, at home or at the LIP, other than English - Apply leadership practices that support collaboration and team effectiveness	.132	.502	-.264	.491
Spoken languages of staff, at home or at the LIP, other than English - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.251	.197	-.146	.579
Spoken languages of staff, at home or at the LIP, other than English - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.000	1.000	-.398	.398
Spoken languages of staff, at home or at the LIP, other than English - Plan, implement, and evaluate an access to healthcare program	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.145	.462	-.500	.252
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.152	.442	-.246	.505
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.211	.281	-.187	.550
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.193	.325	-.205	.536
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.101	.611	-.294	.466

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): africa	.013	.946	-.372	.394
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): canada	-.036	.858	-.413	.352

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): asia	.561	.002	.227	.777
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): europe	.101	.611	-.294	.466
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - 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)	.012	.953	-.373	.393

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - 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	.217	.267	-.181	.554
Spoken languages of staff, at home or at the LIP, other than English - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.279	.151	-.117	.598
Spoken languages of staff, at home or at the LIP, other than English - Describe how cultural context influences perceptions of health and disease	-.071	.720	-.442	.321
Spoken languages of staff, at home or at the LIP, other than English - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.130	.511	-.267	.488

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.256	.188	-.141	.582
Spoken languages of staff, at home or at the LIP, other than English - Skills in policy analysis and policy development for immigrant access to healthcare services	.073	.712	-.319	.444
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.204	.308	-.202	.550
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.166	.407	-.239	.522

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.238	.223	-.160	.569
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.056	.779	-.335	.429
Spoken languages of staff, at home or at the LIP, other than English - Develop approaches to gain access to immigrant communities served	.123	.534	-.273	.483
Spoken languages of staff, at home or at the LIP, other than English - Demonstrate diplomacy and build trust with community partners working in the health sector	.208	.289	-.191	.547

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to build coalitions to work collectively on access to healthcare issues	.163	.408	-.235	.514
Spoken languages of staff, at home or at the LIP, other than English - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.328	.089	-.063	.631
Spoken languages of staff, at home or at the LIP, other than English - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.178	.364	-.220	.525
Spoken languages of staff, at home or at the LIP, other than English - Skills for knowledge brokering	.055	.781	-.335	.429
Spoken languages of staff, at home or at the LIP, other than English - 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	.330	.086	-.060	.633

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower _b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Apply leadership practices that support collaboration and team effectiveness	.359	.060	-.027	.653
Spoken languages of staff, at home or at the LIP, other than English - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	-.036	.856	-.413	.352
Spoken languages of staff, at home or at the LIP, other than English - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.171	.402	-.243	.533
Spoken languages of staff, at home or at the LIP, other than English - Plan, implement, and evaluate an access to healthcare program	.138	.510	-.283	.515
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.067	.736	-.438	.325
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): africa	-.132	.502	-.491	.264
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	.333	.083	-.057	.635
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): canada	.079	.691	-.314	.448
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): asia	.207	.291	-.191	.546

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): europe	-.111	.574	-.474	.284
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - 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)	-.051	.796	-.426	.338

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - 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	-.226	.248	-.560	.172
Spoken languages of staff, at home or at the LIP, other than English - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	-.038	.846	-.415	.350
Spoken languages of staff, at home or at the LIP, other than English - Describe how cultural context influences perceptions of health and disease	-.078	.691	-.448	.314
Spoken languages of staff, at home or at the LIP, other than English - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.261	.179	-.135	.586

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.201	.304	-.197	.543
Spoken languages of staff, at home or at the LIP, other than English - Skills in policy analysis and policy development for immigrant access to healthcare services	.261	.180	-.136	.585
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	-.145	.470	-.507	.260
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	-.144	.475	-.505	.261

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.197	.315	-.201	.539
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.150	.446	-.247	.504
Spoken languages of staff, at home or at the LIP, other than English - Develop approaches to gain access to immigrant communities served	-.258	.184	-.584	.138
Spoken languages of staff, at home or at the LIP, other than English - Demonstrate diplomacy and build trust with community partners working in the health sector	.143	.466	-.253	.499

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to build coalitions to work collectively on access to healthcare issues	.120	.543	-.276	.481
Spoken languages of staff, at home or at the LIP, other than English - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.171	.384	-.227	.520
Spoken languages of staff, at home or at the LIP, other than English - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.131	.505	-.265	.490
Spoken languages of staff, at home or at the LIP, other than English - Skills for knowledge brokering	.203	.301	-.195	.544
Spoken languages of staff, at home or at the LIP, other than English - 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	.122	.537	-.274	.482

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower _b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Apply leadership practices that support collaboration and team effectiveness	.132	.502	-.264	.491
Spoken languages of staff, at home or at the LIP, other than English - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.251	.197	-.146	.579
Spoken languages of staff, at home or at the LIP, other than English - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	-.306	.128	-.628	.104
Spoken languages of staff, at home or at the LIP, other than English - Plan, implement, and evaluate an access to healthcare program	-.213	.306	-.569	.211
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.067	.736	-.438	.325
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): africa	-.132	.502	-.491	.264
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	-.111	.574	-.474	.284
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): canada	.079	.691	-.314	.448
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): asia	-.179	.362	-.526	.219
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): europe	.333	.083	-.057	.635

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - 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)	-.051	.796	-.426	.338
Spoken languages of staff, at home or at the LIP, other than English - 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	.141	.473	-.256	.497

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	-.038	.846	-.415	.350
Spoken languages of staff, at home or at the LIP, other than English - Describe how cultural context influences perceptions of health and disease	.235	.228	-.162	.567
Spoken languages of staff, at home or at the LIP, other than English - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.261	.179	-.135	.586
Spoken languages of staff, at home or at the LIP, other than English - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.201	.304	-.197	.543
Spoken languages of staff, at home or at the LIP, other than English - Skills in policy analysis and policy development for immigrant access to healthcare services	.050	.802	-.340	.425

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.079	.695	-.321	.455
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.065	.746	-.333	.444
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.197	.315	-.201	.539
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.150	.446	-.247	.504

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Develop approaches to gain access to immigrant communities served	.181	.357	-.217	.527
Spoken languages of staff, at home or at the LIP, other than English - Demonstrate diplomacy and build trust with community partners working in the health sector	.143	.466	-.253	.499
Spoken languages of staff, at home or at the LIP, other than English - Skills to build coalitions to work collectively on access to healthcare issues	.120	.543	-.276	.481
Spoken languages of staff, at home or at the LIP, other than English - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.171	.384	-.227	.520
Spoken languages of staff, at home or at the LIP, other than English - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.131	.505	-.265	.490

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills for knowledge brokering	-.162	.409	-.513	.235
Spoken languages of staff, at home or at the LIP, other than English - 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	.122	.537	-.274	.482
Spoken languages of staff, at home or at the LIP, other than English - Apply leadership practices that support collaboration and team effectiveness	.132	.502	-.264	.491
Spoken languages of staff, at home or at the LIP, other than English - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.251	.197	-.146	.579
Spoken languages of staff, at home or at the LIP, other than English - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	-.306	.128	-.628	.104

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Plan, implement, and evaluate an access to healthcare program	-.213	.306	-.569	.211
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.193	.325	-.205	.536
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.129	.512	-.488	.267
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.077	.697	-.447	.315
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.352	.066	-.036	.648

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): africa	-.191	.331	-.535	.207
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	.160	.416	-.237	.512
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): canada	.113	.566	-.282	.476

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): asia	.020	.920	-.366	.400
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): europe	.160	.416	-.237	.512
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - 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)	.129	.513	-.267	.488

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - 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	.204	.299	-.195	.544
Spoken languages of staff, at home or at the LIP, other than English - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	-.055	.779	-.429	.335
Spoken languages of staff, at home or at the LIP, other than English - Describe how cultural context influences perceptions of health and disease	.113	.567	-.282	.476
Spoken languages of staff, at home or at the LIP, other than English - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.224	.251	-.174	.559

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.000	1.000	-.383	.383
Spoken languages of staff, at home or at the LIP, other than English - Skills in policy analysis and policy development for immigrant access to healthcare services	.072	.718	-.320	.442
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.114	.571	-.289	.483
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.094	.640	-.307	.467

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.047	.811	-.342	.423
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.216	.269	-.182	.554
Spoken languages of staff, at home or at the LIP, other than English - Develop approaches to gain access to immigrant communities served	.261	.180	-.136	.585
Spoken languages of staff, at home or at the LIP, other than English - Demonstrate diplomacy and build trust with community partners working in the health sector	.207	.291	-.191	.546

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to build coalitions to work collectively on access to healthcare issues	.173	.379	-.225	.521
Spoken languages of staff, at home or at the LIP, other than English - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.028	.886	-.358	.407
Spoken languages of staff, at home or at the LIP, other than English - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.189	.334	-.209	.534
Spoken languages of staff, at home or at the LIP, other than English - Skills for knowledge brokering	-.234	.231	-.566	.164
Spoken languages of staff, at home or at the LIP, other than English - 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	-.132	.505	-.490	.265

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower _b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Apply leadership practices that support collaboration and team effectiveness	-.106	.591	-.470	.289
Spoken languages of staff, at home or at the LIP, other than English - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.133	.498	-.263	.491
Spoken languages of staff, at home or at the LIP, other than English - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	-.221	.278	-.569	.193
Spoken languages of staff, at home or at the LIP, other than English - Plan, implement, and evaluate an access to healthcare program	-.099	.638	-.485	.319
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.369	.054	-.017	.659
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.067	.736	-.438	.325
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): africa	-.132	.502	-.491	.264

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	.333	.083	-.057	.635
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): canada	.079	.691	-.314	.448
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): asia	.207	.291	-.191	.546
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): europe	-.111	.574	-.474	.284
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - 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)	-.051	.796	-.426	.338
Spoken languages of staff, at home or at the LIP, other than English - 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	-.226	.248	-.560	.172
Spoken languages of staff, at home or at the LIP, other than English - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	-.038	.846	-.415	.350
Spoken languages of staff, at home or at the LIP, other than English - Describe how cultural context influences perceptions of health and disease	-.078	.691	-.448	.314

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	-.174	.375	-.522	.224
Spoken languages of staff, at home or at the LIP, other than English - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	-.201	.304	-.543	.197
Spoken languages of staff, at home or at the LIP, other than English - Skills in policy analysis and policy development for immigrant access to healthcare services	-.161	.412	-.513	.236
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	-.145	.470	-.507	.260

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	-.144	.475	-.505	.261
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	-.131	.505	-.490	.265
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	-.164	.405	-.515	.234
Spoken languages of staff, at home or at the LIP, other than English - Develop approaches to gain access to immigrant communities served	.181	.357	-.217	.527
Spoken languages of staff, at home or at the LIP, other than English - Demonstrate diplomacy and build trust with community partners working in the health sector	.143	.466	-.253	.499

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to build coalitions to work collectively on access to healthcare issues	.120	.543	-.276	.481
Spoken languages of staff, at home or at the LIP, other than English - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	-.132	.504	-.490	.265
Spoken languages of staff, at home or at the LIP, other than English - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.131	.505	-.265	.490
Spoken languages of staff, at home or at the LIP, other than English - Skills for knowledge brokering	.203	.301	-.195	.544
Spoken languages of staff, at home or at the LIP, other than English - 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	.122	.537	-.274	.482

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Apply leadership practices that support collaboration and team effectiveness	-.280	.150	-.599	.116
Spoken languages of staff, at home or at the LIP, other than English - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	-.066	.738	-.438	.325
Spoken languages of staff, at home or at the LIP, other than English - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.000	1.000	-.398	.398
Spoken languages of staff, at home or at the LIP, other than English - Plan, implement, and evaluate an access to healthcare program	.076	.718	-.340	.467
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.016	.935	-.397	.369
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.193	.325	-.205	.536

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.382	.045	-.001	.667
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): africa	-.173	.379	-.521	.225
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	.503	.006	.148	.743

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): canada	-.036	.858	-.413	.352
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): asia	.212	.279	-.186	.550
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): europe	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - 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)	.243	.213	-.154	.573
Spoken languages of staff, at home or at the LIP, other than English - 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	.051	.796	-.339	.426
Spoken languages of staff, at home or at the LIP, other than English - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.046	.815	-.343	.422
Spoken languages of staff, at home or at the LIP, other than English - Describe how cultural context influences perceptions of health and disease	-.071	.720	-.442	.321

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.028	.887	-.359	.407
Spoken languages of staff, at home or at the LIP, other than English - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.000	1.000	-.383	.383
Spoken languages of staff, at home or at the LIP, other than English - Skills in policy analysis and policy development for immigrant access to healthcare services	-.118	.550	-.479	.278
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	-.096	.633	-.469	.305

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	-.044	.826	-.427	.352
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.089	.652	-.304	.457
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	-.086	.662	-.454	.307
Spoken languages of staff, at home or at the LIP, other than English - Develop approaches to gain access to immigrant communities served	.169	.389	-.228	.519
Spoken languages of staff, at home or at the LIP, other than English - Demonstrate diplomacy and build trust with community partners working in the health sector	.208	.289	-.191	.547

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to build coalitions to work collectively on access to healthcare issues	.109	.582	-.286	.472
Spoken languages of staff, at home or at the LIP, other than English - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	-.024	.904	-.403	.362
Spoken languages of staff, at home or at the LIP, other than English - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.000	1.000	-.383	.383
Spoken languages of staff, at home or at the LIP, other than English - Skills for knowledge brokering	.128	.515	-.268	.487
Spoken languages of staff, at home or at the LIP, other than English - 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	-.055	.781	-.429	.335

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower _b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Apply leadership practices that support collaboration and team effectiveness	-.200	.308	-.541	.199
Spoken languages of staff, at home or at the LIP, other than English - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	-.150	.448	-.504	.248
Spoken languages of staff, at home or at the LIP, other than English - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	-.028	.892	-.421	.374
Spoken languages of staff, at home or at the LIP, other than English - Plan, implement, and evaluate an access to healthcare program	.105	.618	-.314	.489
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.595	<.001	.274	.796
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.140	.477	-.257	.496

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.413	.029	.035	.687
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.090	.650	-.457	.304
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): africa	-.121	.539	-.482	.275
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	-.269	.166	-.591	.127
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): canada	-.343	.074	-.641	.046

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): asia	.314	.104	-.079	.622
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): europe	.162	.412	-.236	.513
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - 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)	.422	.025	.046	.693

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - 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	.342	.075	-.047	.641
Spoken languages of staff, at home or at the LIP, other than English - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.454	.015	.086	.713
Spoken languages of staff, at home or at the LIP, other than English - Describe how cultural context influences perceptions of health and disease	.114	.563	-.281	.476
Spoken languages of staff, at home or at the LIP, other than English - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.223	.254	-.175	.558

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.177	.368	-.221	.524
Spoken languages of staff, at home or at the LIP, other than English - Skills in policy analysis and policy development for immigrant access to healthcare services	.018	.927	-.368	.398
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.186	.353	-.220	.537
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.146	.467	-.259	.507

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.159	.418	-.238	.511
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.139	.481	-.258	.496
Spoken languages of staff, at home or at the LIP, other than English - Develop approaches to gain access to immigrant communities served	-.169	.390	-.518	.229
Spoken languages of staff, at home or at the LIP, other than English - Demonstrate diplomacy and build trust with community partners working in the health sector	-.042	.833	-.418	.347

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to build coalitions to work collectively on access to healthcare issues	.116	.556	-.279	.478
Spoken languages of staff, at home or at the LIP, other than English - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.268	.168	-.128	.590
Spoken languages of staff, at home or at the LIP, other than English - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	-.064	.747	-.436	.327
Spoken languages of staff, at home or at the LIP, other than English - Skills for knowledge brokering	.315	.103	-.078	.623
Spoken languages of staff, at home or at the LIP, other than English - 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	.295	.128	-.099	.609

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower _b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Apply leadership practices that support collaboration and team effectiveness	.121	.539	-.275	.482
Spoken languages of staff, at home or at the LIP, other than English - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	-.006	.974	-.388	.378
Spoken languages of staff, at home or at the LIP, other than English - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.008	.968	-.391	.404
Spoken languages of staff, at home or at the LIP, other than English - Plan, implement, and evaluate an access to healthcare program	.138	.510	-.283	.515
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	.352	.066	-.036	.648
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): africa	-.191	.331	-.535	.207
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	-.160	.416	-.512	.237
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): canada	-.283	.144	-.601	.112
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): asia	.298	.124	-.096	.611

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): europe	-.160	.416	-.512	.237
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - 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)	.332	.084	-.059	.634

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - 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	.204	.299	-.195	.544
Spoken languages of staff, at home or at the LIP, other than English - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.351	.067	-.037	.647
Spoken languages of staff, at home or at the LIP, other than English - Describe how cultural context influences perceptions of health and disease	-.113	.567	-.476	.282
Spoken languages of staff, at home or at the LIP, other than English - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.072	.717	-.320	.443

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.118	.550	-.278	.479
Spoken languages of staff, at home or at the LIP, other than English - Skills in policy analysis and policy development for immigrant access to healthcare services	-.080	.684	-.450	.312
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.114	.571	-.289	.483
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.236	.237	-.170	.573

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.284	.143	-.111	.602
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.216	.269	-.182	.554
Spoken languages of staff, at home or at the LIP, other than English - Develop approaches to gain access to immigrant communities served	-.130	.509	-.489	.266
Spoken languages of staff, at home or at the LIP, other than English - Demonstrate diplomacy and build trust with community partners working in the health sector	-.083	.676	-.451	.310

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to build coalitions to work collectively on access to healthcare issues	.173	.379	-.225	.521
Spoken languages of staff, at home or at the LIP, other than English - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.247	.206	-.151	.575
Spoken languages of staff, at home or at the LIP, other than English - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	-.379	.047	-.665	.005
Spoken languages of staff, at home or at the LIP, other than English - Skills for knowledge brokering	.029	.883	-.358	.408
Spoken languages of staff, at home or at the LIP, other than English - 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	.175	.372	-.223	.523

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower _b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Apply leadership practices that support collaboration and team effectiveness	-.106	.591	-.470	.289
Spoken languages of staff, at home or at the LIP, other than English - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	-.095	.630	-.461	.299
Spoken languages of staff, at home or at the LIP, other than English - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.000	1.000	-.398	.398
Spoken languages of staff, at home or at the LIP, other than English - Plan, implement, and evaluate an access to healthcare program	-.099	.638	-.485	.319
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.067	.736	-.438	.325
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.067	.736	-.438	.325

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.067	.736	-.438	.325
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.067	.736	-.438	.325
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.067	.736	-.438	.325
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.067	.736	-.438	.325
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.067	.736	-.438	.325
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.067	.736	-.438	.325

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.067	.736	-.438	.325
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): africa	-.238	.222	-.569	.159
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	.333	.083	-.057	.635
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): canada	-.189	.337	-.533	.210
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): asia	.372	.051	-.013	.661
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): europe	-.200	.308	-.542	.198

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - 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)	.246	.208	-.152	.575
Spoken languages of staff, at home or at the LIP, other than English - 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	.254	.192	-.143	.581

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.269	.166	-.127	.591
Spoken languages of staff, at home or at the LIP, other than English - Describe how cultural context influences perceptions of health and disease	-.141	.473	-.497	.256
Spoken languages of staff, at home or at the LIP, other than English - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.217	.268	-.181	.554
Spoken languages of staff, at home or at the LIP, other than English - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	-.023	.909	-.402	.364
Spoken languages of staff, at home or at the LIP, other than English - Skills in policy analysis and policy development for immigrant access to healthcare services	.089	.651	-.304	.457

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.143	.478	-.262	.505
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.236	.237	-.170	.573
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.158	.423	-.240	.510
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.270	.164	-.126	.592

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Develop approaches to gain access to immigrant communities served	.163	.408	-.235	.514
Spoken languages of staff, at home or at the LIP, other than English - Demonstrate diplomacy and build trust with community partners working in the health sector	.017	.931	-.368	.398
Spoken languages of staff, at home or at the LIP, other than English - Skills to build coalitions to work collectively on access to healthcare issues	.216	.270	-.182	.553
Spoken languages of staff, at home or at the LIP, other than English - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.126	.521	-.270	.486
Spoken languages of staff, at home or at the LIP, other than English - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.000	1.000	-.383	.383

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills for knowledge brokering	-.073	.712	-.444	.319
Spoken languages of staff, at home or at the LIP, other than English - 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	-.037	.854	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Apply leadership practices that support collaboration and team effectiveness	-.256	.188	-.582	.141
Spoken languages of staff, at home or at the LIP, other than English - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	-.119	.546	-.480	.277
Spoken languages of staff, at home or at the LIP, other than English - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.000	1.000	-.398	.398

Confidence Intervals of Spearman's rho

[illegible]

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): africa	.280	.150	-.116	.599
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	-.111	.574	-.474	.284
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): canada	.079	.691	-.314	.448

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): asia	-.179	.362	-.526	.219
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): europe	.333	.083	-.057	.635
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - 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)	.230	.238	-.167	.564

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - 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	.141	.473	-.256	.497
Spoken languages of staff, at home or at the LIP, other than English - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.244	.211	-.154	.573
Spoken languages of staff, at home or at the LIP, other than English - Describe how cultural context influences perceptions of health and disease	-.078	.691	-.448	.314
Spoken languages of staff, at home or at the LIP, other than English - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.261	.179	-.135	.586

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.201	.304	-.197	.543
Spoken languages of staff, at home or at the LIP, other than English - Skills in policy analysis and policy development for immigrant access to healthcare services	.261	.180	-.136	.585
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.290	.142	-.112	.611
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.261	.188	-.143	.591

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.197	.315	-.201	.539
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.150	.446	-.247	.504
Spoken languages of staff, at home or at the LIP, other than English - Develop approaches to gain access to immigrant communities served	.181	.357	-.217	.527
Spoken languages of staff, at home or at the LIP, other than English - Demonstrate diplomacy and build trust with community partners working in the health sector	.143	.466	-.253	.499

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to build coalitions to work collectively on access to healthcare issues	.120	.543	-.276	.481
Spoken languages of staff, at home or at the LIP, other than English - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.171	.384	-.227	.520
Spoken languages of staff, at home or at the LIP, other than English - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.131	.505	-.265	.490
Spoken languages of staff, at home or at the LIP, other than English - Skills for knowledge brokering	.203	.301	-.195	.544
Spoken languages of staff, at home or at the LIP, other than English - 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	.122	.537	-.274	.482

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower _b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Apply leadership practices that support collaboration and team effectiveness	.132	.502	-.264	.491
Spoken languages of staff, at home or at the LIP, other than English - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.251	.197	-.146	.579
Spoken languages of staff, at home or at the LIP, other than English - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.000	1.000	-.398	.398
Spoken languages of staff, at home or at the LIP, other than English - Plan, implement, and evaluate an access to healthcare program	.076	.718	-.340	.467
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	1.000 ^d	.000	.	.
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	1.000 ^d	.000	.	.

Confidence Intervals of Spearman's rho

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			Lower ^b	Upper ^b
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	1.000 ^d	.000	.	.
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): africa	.280	.150	-.116	.599

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	-.111	.574	-.474	.284
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): canada	.079	.691	-.314	.448
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): asia	-.179	.362	-.526	.219
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): europe	.333	.083	-.057	.635
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.

Confidence Intervals of Spearman's rho

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Spoken languages of staff, at home or at the LIP, other than English - 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)	.230	.238	-.167	.564
Spoken languages of staff, at home or at the LIP, other than English - 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	.141	.473	-.256	.497
Spoken languages of staff, at home or at the LIP, other than English - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.244	.211	-.154	.573
Spoken languages of staff, at home or at the LIP, other than English - Describe how cultural context influences perceptions of health and disease	-.078	.691	-.448	.314

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.261	.179	-.135	.586
Spoken languages of staff, at home or at the LIP, other than English - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.201	.304	-.197	.543
Spoken languages of staff, at home or at the LIP, other than English - Skills in policy analysis and policy development for immigrant access to healthcare services	.261	.180	-.136	.585
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.290	.142	-.112	.611

Confidence Intervals of Spearman's rho

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Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.197	.315	-.201	.539
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.150	.446	-.247	.504
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Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to build coalitions to work collectively on access to healthcare issues	.120	.543	-.276	.481
Spoken languages of staff, at home or at the LIP, other than English - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.171	.384	-.227	.520
Spoken languages of staff, at home or at the LIP, other than English - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.131	.505	-.265	.490
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Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower _b	Upper
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Spoken languages of staff, at home or at the LIP, other than English - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.251	.197	-.146	.579
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Confidence Intervals of Spearman's rho

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Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): africa	.280	.150	-.116	.599
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	-.111	.574	-.474	.284

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): canada	.079	.691	-.314	.448
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): asia	-.179	.362	-.526	.219
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): europe	.333	.083	-.057	.635
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
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Spoken languages of staff, at home or at the LIP, other than English - 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	.141	.473	-.256	.497
Spoken languages of staff, at home or at the LIP, other than English - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.244	.211	-.154	.573
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Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
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Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351

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Spoken languages of staff, at home or at the LIP, other than English - Plan, implement, and evaluate an access to healthcare program	.076	.718	-.340	.467
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): africa	.280	.150	-.116	.599
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	-.111	.574	-.474	.284
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): canada	.079	.691	-.314	.448
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): asia	-.179	.362	-.526	.219

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): europe	.333	.083	-.057	.635
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - 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)	.230	.238	-.167	.564

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - 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	.141	.473	-.256	.497
Spoken languages of staff, at home or at the LIP, other than English - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.244	.211	-.154	.573
Spoken languages of staff, at home or at the LIP, other than English - Describe how cultural context influences perceptions of health and disease	-.078	.691	-.448	.314
Spoken languages of staff, at home or at the LIP, other than English - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.261	.179	-.135	.586

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.201	.304	-.197	.543
Spoken languages of staff, at home or at the LIP, other than English - Skills in policy analysis and policy development for immigrant access to healthcare services	.261	.180	-.136	.585
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.290	.142	-.112	.611
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.261	.188	-.143	.591

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.197	.315	-.201	.539
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.150	.446	-.247	.504
Spoken languages of staff, at home or at the LIP, other than English - Develop approaches to gain access to immigrant communities served	.181	.357	-.217	.527
Spoken languages of staff, at home or at the LIP, other than English - Demonstrate diplomacy and build trust with community partners working in the health sector	.143	.466	-.253	.499

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to build coalitions to work collectively on access to healthcare issues	.120	.543	-.276	.481
Spoken languages of staff, at home or at the LIP, other than English - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.171	.384	-.227	.520
Spoken languages of staff, at home or at the LIP, other than English - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.131	.505	-.265	.490
Spoken languages of staff, at home or at the LIP, other than English - Skills for knowledge brokering	.203	.301	-.195	.544
Spoken languages of staff, at home or at the LIP, other than English - 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	.122	.537	-.274	.482

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Apply leadership practices that support collaboration and team effectiveness	.132	.502	-.264	.491
Spoken languages of staff, at home or at the LIP, other than English - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.251	.197	-.146	.579
Spoken languages of staff, at home or at the LIP, other than English - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.000	1.000	-.398	.398
Spoken languages of staff, at home or at the LIP, other than English - Plan, implement, and evaluate an access to healthcare program	.076	.718	-.340	.467
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): africa	.280	.150	-.116	.599
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	-.111	.574	-.474	.284
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): canada	-.471	.011	-.724	-.108
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): asia	-.179	.362	-.526	.219
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): europe	-.111	.574	-.474	.284

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - 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)	-.051	.796	-.426	.338
Spoken languages of staff, at home or at the LIP, other than English - 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	-.226	.248	-.560	.172

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	-.269	.166	-.591	.127
Spoken languages of staff, at home or at the LIP, other than English - Describe how cultural context influences perceptions of health and disease	-.301	.120	-.613	.093
Spoken languages of staff, at home or at the LIP, other than English - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	-.311	.107	-.620	.081
Spoken languages of staff, at home or at the LIP, other than English - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	-.201	.304	-.543	.197
Spoken languages of staff, at home or at the LIP, other than English - Skills in policy analysis and policy development for immigrant access to healthcare services	-.161	.412	-.513	.236

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	-.290	.142	-.611	.112
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	-.300	.128	-.618	.101
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	-.315	.102	-.623	.077
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	-.164	.405	-.515	.234

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Develop approaches to gain access to immigrant communities served	-.258	.184	-.584	.138
Spoken languages of staff, at home or at the LIP, other than English - Demonstrate diplomacy and build trust with community partners working in the health sector	-.258	.185	-.584	.139
Spoken languages of staff, at home or at the LIP, other than English - Skills to build coalitions to work collectively on access to healthcare issues	-.360	.060	-.653	.027
Spoken languages of staff, at home or at the LIP, other than English - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	-.303	.117	-.615	.091
Spoken languages of staff, at home or at the LIP, other than English - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	-.263	.176	-.587	.134

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower _b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills for knowledge brokering	-.162	.409	-.513	.235
Spoken languages of staff, at home or at the LIP, other than English - 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	-.304	.115	-.616	.089
Spoken languages of staff, at home or at the LIP, other than English - Apply leadership practices that support collaboration and team effectiveness	-.280	.150	-.599	.116
Spoken languages of staff, at home or at the LIP, other than English - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	-.066	.738	-.438	.325
Spoken languages of staff, at home or at the LIP, other than English - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.000	1.000	-.398	.398

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Plan, implement, and evaluate an access to healthcare program	-.213	.306	-.569	.211
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): africa	-.132	.502	-.491	.264
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	-.111	.574	-.474	.284
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): canada	.079	.691	-.314	.448

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): asia	-.179	.362	-.526	.219
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): europe	.333	.083	-.057	.635
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - 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)	.230	.238	-.167	.564

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - 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	.141	.473	-.256	.497
Spoken languages of staff, at home or at the LIP, other than English - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.244	.211	-.154	.573
Spoken languages of staff, at home or at the LIP, other than English - Describe how cultural context influences perceptions of health and disease	.235	.228	-.162	.567
Spoken languages of staff, at home or at the LIP, other than English - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.261	.179	-.135	.586

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.201	.304	-.197	.543
Spoken languages of staff, at home or at the LIP, other than English - Skills in policy analysis and policy development for immigrant access to healthcare services	.050	.802	-.340	.425
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.290	.142	-.112	.611
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.261	.188	-.143	.591

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.197	.315	-.201	.539
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.150	.446	-.247	.504
Spoken languages of staff, at home or at the LIP, other than English - Develop approaches to gain access to immigrant communities served	.181	.357	-.217	.527
Spoken languages of staff, at home or at the LIP, other than English - Demonstrate diplomacy and build trust with community partners working in the health sector	.143	.466	-.253	.499

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to build coalitions to work collectively on access to healthcare issues	.120	.543	-.276	.481
Spoken languages of staff, at home or at the LIP, other than English - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.171	.384	-.227	.520
Spoken languages of staff, at home or at the LIP, other than English - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.131	.505	-.265	.490
Spoken languages of staff, at home or at the LIP, other than English - Skills for knowledge brokering	.203	.301	-.195	.544
Spoken languages of staff, at home or at the LIP, other than English - 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	.122	.537	-.274	.482

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Apply leadership practices that support collaboration and team effectiveness	.132	.502	-.264	.491
Spoken languages of staff, at home or at the LIP, other than English - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.251	.197	-.146	.579
Spoken languages of staff, at home or at the LIP, other than English - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.322	.109	-.087	.638
Spoken languages of staff, at home or at the LIP, other than English - Plan, implement, and evaluate an access to healthcare program	.320	.119	-.099	.642
Spoken languages of staff, at home or at the LIP, other than English - Spoken languages of staff, at home or at the LIP, other than English	-.037	.852	-.414	.351

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): africa	-.132	.502	-.491	.264
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	-.111	.574	-.474	.284
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): canada	.079	.691	-.314	.448
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): asia	-.179	.362	-.526	.219
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): europe	-.111	.574	-.474	.284
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - 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)	-.051	.796	-.426	.338
Spoken languages of staff, at home or at the LIP, other than English - 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	.141	.473	-.256	.497
Spoken languages of staff, at home or at the LIP, other than English - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	-.038	.846	-.415	.350

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Describe how cultural context influences perceptions of health and disease	.235	.228	-.162	.567
Spoken languages of staff, at home or at the LIP, other than English - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.261	.179	-.135	.586
Spoken languages of staff, at home or at the LIP, other than English - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	-.038	.849	-.415	.350
Spoken languages of staff, at home or at the LIP, other than English - Skills in policy analysis and policy development for immigrant access to healthcare services	.050	.802	-.340	.425
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	-.145	.470	-.507	.260

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower _b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	-.144	.475	-.505	.261
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	-.131	.505	-.490	.265
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	-.164	.405	-.515	.234
Spoken languages of staff, at home or at the LIP, other than English - Develop approaches to gain access to immigrant communities served	-.258	.184	-.584	.138
Spoken languages of staff, at home or at the LIP, other than English - Demonstrate diplomacy and build trust with community partners working in the health sector	-.258	.185	-.584	.139

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to build coalitions to work collectively on access to healthcare issues	-.360	.060	-.653	.027
Spoken languages of staff, at home or at the LIP, other than English - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	-.303	.117	-.615	.091
Spoken languages of staff, at home or at the LIP, other than English - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	-.263	.176	-.587	.134
Spoken languages of staff, at home or at the LIP, other than English - Skills for knowledge brokering	-.162	.409	-.513	.235
Spoken languages of staff, at home or at the LIP, other than English - 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	.122	.537	-.274	.482

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Apply leadership practices that support collaboration and team effectiveness	.132	.502	-.264	.491
Spoken languages of staff, at home or at the LIP, other than English - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	-.066	.738	-.438	.325
Spoken languages of staff, at home or at the LIP, other than English - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.000	1.000	-.398	.398
Spoken languages of staff, at home or at the LIP, other than English - Plan, implement, and evaluate an access to healthcare program	.076	.718	-.340	.467
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): africa	-.132	.502	-.491	.264

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	-.111	.574	-.474	.284
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): canada	.079	.691	-.314	.448
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): asia	-.179	.362	-.526	.219
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): europe	-.111	.574	-.474	.284
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Spoken languages of staff, at home or at the LIP, other than English - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - 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)	-.051	.796	-.426	.338
Spoken languages of staff, at home or at the LIP, other than English - 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	.141	.473	-.256	.497
Spoken languages of staff, at home or at the LIP, other than English - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	-.038	.846	-.415	.350
Spoken languages of staff, at home or at the LIP, other than English - Describe how cultural context influences perceptions of health and disease	-.078	.691	-.448	.314

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	-.174	.375	-.522	.224
Spoken languages of staff, at home or at the LIP, other than English - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	-.315	.103	-.623	.078
Spoken languages of staff, at home or at the LIP, other than English - Skills in policy analysis and policy development for immigrant access to healthcare services	-.161	.412	-.513	.236
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	-.290	.142	-.611	.112

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	-.300	.128	-.618	.101
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	-.131	.505	-.490	.265
Spoken languages of staff, at home or at the LIP, other than English - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	-.314	.104	-.622	.079
Spoken languages of staff, at home or at the LIP, other than English - Develop approaches to gain access to immigrant communities served	-.258	.184	-.584	.138
Spoken languages of staff, at home or at the LIP, other than English - Demonstrate diplomacy and build trust with community partners working in the health sector	-.258	.185	-.584	.139

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English - Skills to build coalitions to work collectively on access to healthcare issues	.120	.543	-.276	.481
Spoken languages of staff, at home or at the LIP, other than English - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	-.132	.504	-.490	.265
Spoken languages of staff, at home or at the LIP, other than English - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	-.394	.038	-.675	-.013
Spoken languages of staff, at home or at the LIP, other than English - Skills for knowledge brokering	-.162	.409	-.513	.235
Spoken languages of staff, at home or at the LIP, other than English - 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	.122	.537	-.274	.482

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Spoken languages of staff, at home or at the LIP, other than English - Apply leadership practices that support collaboration and team effectiveness	-.280	.150	-.599	.116
Spoken languages of staff, at home or at the LIP, other than English - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	-.317	.100	-.625	.075
Spoken languages of staff, at home or at the LIP, other than English - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.000	1.000	-.398	.398
Spoken languages of staff, at home or at the LIP, other than English - Plan, implement, and evaluate an access to healthcare program	.076	.718	-.340	.467
Staff region of origin or birth (place an "x" beside all options that apply): africa - Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada	-.044	.823	-.420	.345

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Staff region of origin or birth (place an "x" beside all options that apply): africa - Staff region of origin or birth (place an "x" beside all options that apply): canada	-.375	.050	-.663	.010
Staff region of origin or birth (place an "x" beside all options that apply): africa - Staff region of origin or birth (place an "x" beside all options that apply): asia	-.027	.890	-.406	.359
Staff region of origin or birth (place an "x" beside all options that apply): africa - Staff region of origin or birth (place an "x" beside all options that apply): europe	.309	.110	-.084	.619
Staff region of origin or birth (place an "x" beside all options that apply): africa - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): africa - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Staff region of origin or birth (place an "x" beside all options that apply): africa - 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)	.061	.758	-.330	.434
Staff region of origin or birth (place an "x" beside all options that apply): africa - 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	.067	.734	-.324	.439
Staff region of origin or birth (place an "x" beside all options that apply): africa - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	-.076	.699	-.446	.316

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Staff region of origin or birth (place an "x" beside all options that apply): africa - Describe how cultural context influences perceptions of health and disease	.130	.510	-.266	.489
Staff region of origin or birth (place an "x" beside all options that apply): africa - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	-.203	.301	-.544	.195
Staff region of origin or birth (place an "x" beside all options that apply): africa - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	-.155	.431	-.508	.242
Staff region of origin or birth (place an "x" beside all options that apply): africa - Skills in policy analysis and policy development for immigrant access to healthcare services	-.044	.823	-.420	.344

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
Staff region of origin or birth (place an "x" beside all options that apply): africa - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	-.021	.917	-.408	.372
Staff region of origin or birth (place an "x" beside all options that apply): africa - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.073	.716	-.326	.450
Staff region of origin or birth (place an "x" beside all options that apply): africa - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	-.225	.251	-.559	.173
Staff region of origin or birth (place an "x" beside all options that apply): africa - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	-.141	.474	-.497	.256

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Staff region of origin or birth (place an "x" beside all options that apply): africa - Develop approaches to gain access to immigrant communities served	.082	.678	-.311	.451
Staff region of origin or birth (place an "x" beside all options that apply): africa - Demonstrate diplomacy and build trust with community partners working in the health sector	-.125	.525	-.485	.271
Staff region of origin or birth (place an "x" beside all options that apply): africa - Skills to build coalitions to work collectively on access to healthcare issues	-.238	.222	-.569	.159
Staff region of origin or birth (place an "x" beside all options that apply): africa - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	-.314	.104	-.622	.078
Staff region of origin or birth (place an "x" beside all options that apply): africa - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.000	1.000	-.383	.383

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
Staff region of origin or birth (place an "x" beside all options that apply): africa - Skills for knowledge brokering	-.081	.683	-.450	.312
Staff region of origin or birth (place an "x" beside all options that apply): africa - 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	-.242	.215	-.572	.156
Staff region of origin or birth (place an "x" beside all options that apply): africa - Apply leadership practices that support collaboration and team effectiveness	-.018	.929	-.398	.368
Staff region of origin or birth (place an "x" beside all options that apply): africa - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	-.058	.770	-.431	.333
Staff region of origin or birth (place an "x" beside all options that apply): africa - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.109	.598	-.302	.485

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Staff region of origin or birth (place an "x" beside all options that apply): africa - Plan, implement, and evaluate an access to healthcare program	-.332	.105	-.650	.085
Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada - Staff region of origin or birth (place an "x" beside all options that apply): canada	.000	1.000	-.383	.383
Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada - Staff region of origin or birth (place an "x" beside all options that apply): asia	.289	.135	-.105	.605
Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada - Staff region of origin or birth (place an "x" beside all options that apply): europe	-.143	.468	-.499	.254
Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada - 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)	-.011	.956	-.392	.374
Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada - Understand major social and economic environmental factors that impact access to and quality of health services within your community (e.g., education, income, social support, physical environment) and how these factors can influence immigrant health	-.206	.293	-.546	.192

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	-.071	.718	-.442	.320
Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada - Describe how cultural context influences perceptions of health and disease	-.219	.264	-.555	.179
Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	-.016	.936	-.397	.369

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	-.189	.336	-.533	.209
Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada - Skills in policy analysis and policy development for immigrant access to healthcare services	-.059	.767	-.432	.332
Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	-.273	.168	-.599	.131

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	-.231	.247	-.570	.175
Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	-.113	.568	-.475	.283
Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.117	.553	-.278	.479

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower _b	Upper
Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada - Develop approaches to gain access to immigrant communities served	-.061	.758	-.434	.330
Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada - Demonstrate diplomacy and build trust with community partners working in the health sector	.086	.663	-.307	.454
Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada - Skills to build coalitions to work collectively on access to healthcare issues	.000	1.000	-.383	.383
Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	-.209	.286	-.548	.189

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.056	.776	-.334	.430
Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada - Skills for knowledge brokering	.052	.792	-.338	.427
Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada - Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibilities and expertise represented by other groups that work in the healthcare space	-.365	.056	-.656	.021

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada - Apply leadership practices that support collaboration and team effectiveness	-.132	.502	-.491	.264
Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	-.034	.864	-.412	.354
Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	-.432	.028	-.708	-.041
Staff region of origin or birth (place an "x" beside all options that apply): americas not including canada - Plan, implement, and evaluate an access to healthcare program	-.140	.505	-.516	.282

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
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): asia	-.029	.883	-.408	.358
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): europe	.000	1.000	-.383	.383
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): oceania	. ^c	.	.	.
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): other	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Staff region of origin or birth (place an "x" beside all options that apply): canada - 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)	-.041	.837	-.417	.348
Staff region of origin or birth (place an "x" beside all options that apply): canada - Understand major social and economic environmental factors that impact access to and quality of health services within your community (e.g., education, income, social support, physical environment) and how these factors can influence immigrant health	.090	.649	-.304	.457
Staff region of origin or birth (place an "x" beside all options that apply): canada - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.177	.368	-.221	.524

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
Staff region of origin or birth (place an "x" beside all options that apply): canada - Describe how cultural context influences perceptions of health and disease	.118	.550	-.278	.479
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	.205	.296	-.193	.545
Staff region of origin or birth (place an "x" beside all options that apply): canada - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.340	.076	-.049	.640
Staff region of origin or birth (place an "x" beside all options that apply): canada - Skills in policy analysis and policy development for immigrant access to healthcare services	.415	.028	.038	.688

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Staff region of origin or birth (place an "x" beside all options that apply): canada - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.344	.079	-.053	.647
Staff region of origin or birth (place an "x" beside all options that apply): canada - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.174	.386	-.232	.528
Staff region of origin or birth (place an "x" beside all options that apply): canada - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.202	.302	-.196	.543
Staff region of origin or birth (place an "x" beside all options that apply): canada - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.340	.076	-.049	.640

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Staff region of origin or birth (place an "x" beside all options that apply): canada - Develop approaches to gain access to immigrant communities served	.370	.053	-.015	.659
Staff region of origin or birth (place an "x" beside all options that apply): canada - Demonstrate diplomacy and build trust with community partners working in the health sector	.548	.003	.208	.769
Staff region of origin or birth (place an "x" beside all options that apply): canada - Skills to build coalitions to work collectively on access to healthcare issues	.446	.018	.075	.708
Staff region of origin or birth (place an "x" beside all options that apply): canada - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.300	.120	-.093	.613
Staff region of origin or birth (place an "x" beside all options that apply): canada - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.349	.069	-.040	.645

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
Staff region of origin or birth (place an "x" beside all options that apply): canada - Skills for knowledge brokering	.258	.185	-.139	.584
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	.194	.323	-.205	.537
Staff region of origin or birth (place an "x" beside all options that apply): canada - Apply leadership practices that support collaboration and team effectiveness	.375	.050	-.010	.663
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	.274	.159	-.122	.594

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Staff region of origin or birth (place an "x" beside all options that apply): canada - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.231	.257	-.184	.575
Staff region of origin or birth (place an "x" beside all options that apply): canada - Plan, implement, and evaluate an access to healthcare program	.294	.154	-.127	.625
Staff region of origin or birth (place an "x" beside all options that apply): asia - Staff region of origin or birth (place an "x" beside all options that apply): europe	-.041	.835	-.418	.347
Staff region of origin or birth (place an "x" beside all options that apply): asia - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): asia - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Staff region of origin or birth (place an "x" beside all options that apply): asia - 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)	.295	.127	-.099	.609
Staff region of origin or birth (place an "x" beside all options that apply): asia - 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	.273	.159	-.123	.594
Staff region of origin or birth (place an "x" beside all options that apply): asia - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.444	.018	.073	.707

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Staff region of origin or birth (place an "x" beside all options that apply): asia - Describe how cultural context influences perceptions of health and disease	-.029	.883	-.408	.358
Staff region of origin or birth (place an "x" beside all options that apply): asia - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.148	.452	-.249	.503
Staff region of origin or birth (place an "x" beside all options that apply): asia - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.169	.391	-.229	.518
Staff region of origin or birth (place an "x" beside all options that apply): asia - Skills in policy analysis and policy development for immigrant access to healthcare services	.268	.168	-.128	.590

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Staff region of origin or birth (place an "x" beside all options that apply): asia - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.210	.294	-.197	.554
Staff region of origin or birth (place an "x" beside all options that apply): asia - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.222	.265	-.184	.563
Staff region of origin or birth (place an "x" beside all options that apply): asia - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.220	.261	-.178	.556
Staff region of origin or birth (place an "x" beside all options that apply): asia - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.320	.097	-.072	.626

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Staff region of origin or birth (place an "x" beside all options that apply): asia - Develop approaches to gain access to immigrant communities served	.144	.464	-.253	.500
Staff region of origin or birth (place an "x" beside all options that apply): asia - Demonstrate diplomacy and build trust with community partners working in the health sector	.395	.038	.014	.676
Staff region of origin or birth (place an "x" beside all options that apply): asia - Skills to build coalitions to work collectively on access to healthcare issues	.447	.017	.077	.708
Staff region of origin or birth (place an "x" beside all options that apply): asia - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.201	.305	-.197	.542
Staff region of origin or birth (place an "x" beside all options that apply): asia - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.342	.074	-.047	.641

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Staff region of origin or birth (place an "x" beside all options that apply): asia - Skills for knowledge brokering	.302	.118	-.092	.614
Staff region of origin or birth (place an "x" beside all options that apply): asia - 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	.272	.162	-.124	.593
Staff region of origin or birth (place an "x" beside all options that apply): asia - Apply leadership practices that support collaboration and team effectiveness	.181	.357	-.217	.527
Staff region of origin or birth (place an "x" beside all options that apply): asia - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.034	.862	-.353	.412
Staff region of origin or birth (place an "x" beside all options that apply): asia - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.012	.954	-.387	.408

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Staff region of origin or birth (place an "x" beside all options that apply): asia - Plan, implement, and evaluate an access to healthcare program	.055	.795	-.359	.450
Staff region of origin or birth (place an "x" beside all options that apply): europe - Staff region of origin or birth (place an "x" beside all options that apply): oceania	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): europe - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): europe - 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)	.450	.016	.080	.710

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Staff region of origin or birth (place an "x" beside all options that apply): europe - 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	.424	.025	.049	.694
Staff region of origin or birth (place an "x" beside all options that apply): europe - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.368	.054	-.017	.658
Staff region of origin or birth (place an "x" beside all options that apply): europe - Describe how cultural context influences perceptions of health and disease	.437	.020	.065	.703

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Staff region of origin or birth (place an "x" beside all options that apply): europe - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.422	.025	.046	.693
Staff region of origin or birth (place an "x" beside all options that apply): europe - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.329	.087	-.062	.632
Staff region of origin or birth (place an "x" beside all options that apply): europe - Skills in policy analysis and policy development for immigrant access to healthcare services	.059	.767	-.332	.432
Staff region of origin or birth (place an "x" beside all options that apply): europe - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.402	.038	.014	.685

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Staff region of origin or birth (place an "x" beside all options that apply): europe - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.350	.073	-.046	.651
Staff region of origin or birth (place an "x" beside all options that apply): europe - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.310	.109	-.083	.619
Staff region of origin or birth (place an "x" beside all options that apply): europe - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.117	.553	-.278	.479
Staff region of origin or birth (place an "x" beside all options that apply): europe - Develop approaches to gain access to immigrant communities served	.426	.024	.052	.696

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Staff region of origin or birth (place an "x" beside all options that apply): europe - Demonstrate diplomacy and build trust with community partners working in the health sector	.258	.185	-.139	.584
Staff region of origin or birth (place an "x" beside all options that apply): europe - Skills to build coalitions to work collectively on access to healthcare issues	.206	.294	-.192	.546
Staff region of origin or birth (place an "x" beside all options that apply): europe - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.254	.192	-.143	.581
Staff region of origin or birth (place an "x" beside all options that apply): europe - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.394	.038	.013	.675

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Staff region of origin or birth (place an "x" beside all options that apply): europe - Skills for knowledge brokering	.296	.127	-.099	.610
Staff region of origin or birth (place an "x" beside all options that apply): europe - 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	.183	.352	-.216	.529
Staff region of origin or birth (place an "x" beside all options that apply): europe - Apply leadership practices that support collaboration and team effectiveness	.397	.036	.017	.677
Staff region of origin or birth (place an "x" beside all options that apply): europe - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.482	.009	.121	.730

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Staff region of origin or birth (place an "x" beside all options that apply): europe - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.301	.135	-.110	.624
Staff region of origin or birth (place an "x" beside all options that apply): europe - Plan, implement, and evaluate an access to healthcare program	.283	.170	-.138	.618
Staff region of origin or birth (place an "x" beside all options that apply): oceania - Staff region of origin or birth (place an "x" beside all options that apply): other	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): oceania - 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)	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Staff region of origin or birth (place an "x" beside all options that apply): oceania - 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	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): oceania - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): oceania - Describe how cultural context influences perceptions of health and disease	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Staff region of origin or birth (place an "x" beside all options that apply): oceania - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): oceania - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): oceania - Skills in policy analysis and policy development for immigrant access to healthcare services	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): oceania - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Staff region of origin or birth (place an "x" beside all options that apply): oceania - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): oceania - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): oceania - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): oceania - Develop approaches to gain access to immigrant communities served	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Staff region of origin or birth (place an "x" beside all options that apply): oceania - Demonstrate diplomacy and build trust with community partners working in the health sector	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): oceania - Skills to build coalitions to work collectively on access to healthcare issues	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): oceania - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): oceania - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Staff region of origin or birth (place an "x" beside all options that apply): oceania - Skills for knowledge brokering	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): oceania - 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	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): oceania - Apply leadership practices that support collaboration and team effectiveness	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): oceania - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Staff region of origin or birth (place an "x" beside all options that apply): oceania - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): oceania - Plan, implement, and evaluate an access to healthcare program	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): other - 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)	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Staff region of origin or birth (place an "x" beside all options that apply): other - 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	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): other - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): other - Describe how cultural context influences perceptions of health and disease	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): other - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Staff region of origin or birth (place an "x" beside all options that apply): other - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): other - Skills in policy analysis and policy development for immigrant access to healthcare services	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): other - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): other - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Staff region of origin or birth (place an "x" beside all options that apply): other - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): other - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): other - Develop approaches to gain access to immigrant communities served	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): other - Demonstrate diplomacy and build trust with community partners working in the health sector	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Staff region of origin or birth (place an "x" beside all options that apply): other - Skills to build coalitions to work collectively on access to healthcare issues	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): other - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): other - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): other - Skills for knowledge brokering	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Staff region of origin or birth (place an "x" beside all options that apply): other - 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	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): other - Apply leadership practices that support collaboration and team effectiveness	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): other - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	. ^c	.	.	.
Staff region of origin or birth (place an "x" beside all options that apply): other - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	. ^c	.	.	.

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper ^b
Staff region of origin or birth (place an "x" beside all options that apply): other - Plan, implement, and evaluate an access to healthcare program	. ^c	.	.	.
Knowledge about issues that affect the health of immigrants/newcomers (e.g., major causes of disease and death) via credible sources (e.g., professional bodies, peer-reviewed research) - Understand major social and economic environmental factors that impact access to and quality of health services within your community (e.g., education, income, social support, physical environment) and how these factors can influence immigrant health	.747	<.001	.510	.879

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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) - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.731	<.001	.483	.870
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) - Describe how cultural context influences perceptions of health and disease	.322	.094	-.069	.628

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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) - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.551	.002	.213	.771
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 of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.517	.005	.167	.751

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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) - Skills in policy analysis and policy development for immigrant access to healthcare services	.404	.033	.025	.682
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) - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.593	.001	.265	.799

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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) - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.550	.003	.203	.774
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) - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.460	.014	.094	.717

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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) - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.468	.012	.103	.722
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) - Develop approaches to gain access to immigrant communities served	.342	.075	-.047	.641
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) - Demonstrate diplomacy and build trust with community partners working in the health sector	.446	.017	.076	.708

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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) - Skills to build coalitions to work collectively on access to healthcare issues	.512	.005	.161	.748
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) - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.379	.047	-.004	.666

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
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) - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.230	.238	-.167	.564
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) - Skills for knowledge brokering	.388	.041	.006	.672

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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) - Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibilities and expertise represented by other groups that work in the healthcare space	.315	.102	-.077	.623
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) - Apply leadership practices that support collaboration and team effectiveness	.234	.231	-.164	.566

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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) - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.451	.016	.082	.711
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) - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.336	.093	-.071	.647

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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) - Plan, implement, and evaluate an access to healthcare program	.438	.029	.039	.716
Understand major social and economic environmental factors that impact access to and quality of health services within your community (e.g., education, income, social support, physical environment) and how these factors can influence immigrant health - Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	.656	<.001	.365	.830

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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 - Describe how cultural context influences perceptions of health and disease	.582	.001	.256	.789
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 - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.576	.001	.248	.786

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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 - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.525	.004	.177	.756

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
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 - Skills in policy analysis and policy development for immigrant access to healthcare services	.500	.007	.144	.741
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 - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.594	.001	.265	.799

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
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 - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.564	.002	.222	.782

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
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 - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.508	.006	.155	.746

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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 - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.471	.011	.107	.724
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 - Develop approaches to gain access to immigrant communities served	.422	.025	.047	.693

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
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 - Demonstrate diplomacy and build trust with community partners working in the health sector	.416	.028	.039	.689
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 - Skills to build coalitions to work collectively on access to healthcare issues	.549	.002	.210	.770

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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 - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.386	.043	.003	.670
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 - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.251	.198	-.146	.578

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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 - Skills for knowledge brokering	.303	.117	-.091	.615
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 - 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	.557	.002	.221	.775

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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 - Apply leadership practices that support collaboration and team effectiveness	.483	.009	.122	.731
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 - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.441	.019	.070	.705

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
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 - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.357	.074	-.048	.661
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 - Plan, implement, and evaluate an access to healthcare program	.493	.012	.109	.749

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Describe how cultural context influences perceptions of health and disease	.331	.085	-.059	.634
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.609	<.001	.295	.805
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.555	.002	.218	.773

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Skills in policy analysis and policy development for immigrant access to healthcare services	.529	.004	.183	.758
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.669	<.001	.378	.840

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.596	.001	.269	.800
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.597	<.001	.277	.797
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.537	.003	.194	.763

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Develop approaches to gain access to immigrant communities served	.375	.049	-.009	.663
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Demonstrate diplomacy and build trust with community partners working in the health sector	.517	.005	.167	.751
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Skills to build coalitions to work collectively on access to healthcare issues	.641	<.001	.343	.822

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.582	.001	.256	.789
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.273	.159	-.123	.594

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Skills for knowledge brokering	.572	.001	.242	.784
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - 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	.517	.005	.166	.751
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Apply leadership practices that support collaboration and team effectiveness	.423	.025	.048	.694

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.337	.080	-.053	.638
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.331	.098	-.076	.644
Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem - Plan, implement, and evaluate an access to healthcare program	.547	.005	.182	.779

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Describe how cultural context influences perceptions of health and disease - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.495	.007	.139	.738
Describe how cultural context influences perceptions of health and disease - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.370	.052	-.015	.660
Describe how cultural context influences perceptions of health and disease - Skills in policy analysis and policy development for immigrant access to healthcare services	.317	.100	-.075	.624
Describe how cultural context influences perceptions of health and disease - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.406	.035	.019	.687

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Describe how cultural context influences perceptions of health and disease - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.439	.022	.059	.708
Describe how cultural context influences perceptions of health and disease - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.406	.032	.027	.683
Describe how cultural context influences perceptions of health and disease - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.222	.257	-.176	.557
Describe how cultural context influences perceptions of health and disease - Develop approaches to gain access to immigrant communities served	.519	.005	.170	.752

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Describe how cultural context influences perceptions of health and disease - Demonstrate diplomacy and build trust with community partners working in the health sector	.426	.024	.051	.695
Describe how cultural context influences perceptions of health and disease - Skills to build coalitions to work collectively on access to healthcare issues	.378	.047	-.005	.665
Describe how cultural context influences perceptions of health and disease - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.241	.217	-.157	.571
Describe how cultural context influences perceptions of health and disease - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.433	.021	.060	.700

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Describe how cultural context influences perceptions of health and disease - Skills for knowledge brokering	.430	.022	.056	.698
Describe how cultural context influences perceptions of health and disease - 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	.516	.005	.166	.751
Describe how cultural context influences perceptions of health and disease - Apply leadership practices that support collaboration and team effectiveness	.546	.003	.206	.768
Describe how cultural context influences perceptions of health and disease - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.490	.008	.132	.735

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Describe how cultural context influences perceptions of health and disease - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.389	.049	-.010	.681
Describe how cultural context influences perceptions of health and disease - Plan, implement, and evaluate an access to healthcare program	.419	.037	.017	.705
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	.693	<.001	.422	.850
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Skills in policy analysis and policy development for immigrant access to healthcare services	.524	.004	.176	.755

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.511	.006	.152	.752
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.441	.021	.062	.709
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.542	.003	.201	.766

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.441	.019	.070	.705
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Develop approaches to gain access to immigrant communities served	.316	.101	-.076	.624
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Demonstrate diplomacy and build trust with community partners working in the health sector	.492	.008	.134	.736
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Skills to build coalitions to work collectively on access to healthcare issues	.444	.018	.073	.707

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.553	.002	.215	.772
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.439	.019	.067	.704
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Skills for knowledge brokering	.398	.036	.018	.678

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - 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	.557	.002	.222	.775
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Apply leadership practices that support collaboration and team effectiveness	.554	.002	.217	.773
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.595	<.001	.274	.796

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.126	.539	-.286	.499
Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants - Plan, implement, and evaluate an access to healthcare program	.501	.011	.119	.753
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - Skills in policy analysis and policy development for immigrant access to healthcare services	.709	<.001	.447	.859

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.774	<.001	.550	.894
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.663	<.001	.368	.837

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.761	<.001	.534	.886
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.698	<.001	.430	.853
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - Develop approaches to gain access to immigrant communities served	.446	.017	.076	.708

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - Demonstrate diplomacy and build trust with community partners working in the health sector	.721	<.001	.468	.865
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - Skills to build coalitions to work collectively on access to healthcare issues	.612	<.001	.299	.806
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.804	<.001	.608	.907

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.476	.011	.113	.726
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - Skills for knowledge brokering	.425	.024	.050	.695
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - 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	.620	<.001	.311	.811

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - Apply leadership practices that support collaboration and team effectiveness	.725	<.001	.474	.867
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.759	<.001	.530	.885
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.202	.323	-.213	.555

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations) - Plan, implement, and evaluate an access to healthcare program	.463	.020	.070	.731
Skills in policy analysis and policy development for immigrant access to healthcare services - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.731	<.001	.477	.872
Skills in policy analysis and policy development for immigrant access to healthcare services - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.625	<.001	.311	.816

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills in policy analysis and policy development for immigrant access to healthcare services - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.593	<.001	.272	.795
Skills in policy analysis and policy development for immigrant access to healthcare services - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.690	<.001	.417	.849
Skills in policy analysis and policy development for immigrant access to healthcare services - Develop approaches to gain access to immigrant communities served	.430	.023	.056	.698
Skills in policy analysis and policy development for immigrant access to healthcare services - Demonstrate diplomacy and build trust with community partners working in the health sector	.620	<.001	.311	.811

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills in policy analysis and policy development for immigrant access to healthcare services - Skills to build coalitions to work collectively on access to healthcare issues	.526	.004	.179	.756
Skills in policy analysis and policy development for immigrant access to healthcare services - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.436	.020	.064	.702
Skills in policy analysis and policy development for immigrant access to healthcare services - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.436	.020	.063	.702
Skills in policy analysis and policy development for immigrant access to healthcare services - Skills for knowledge brokering	.508	.006	.156	.746

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills in policy analysis and policy development for immigrant access to healthcare services - 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	.438	.020	.067	.703
Skills in policy analysis and policy development for immigrant access to healthcare services - Apply leadership practices that support collaboration and team effectiveness	.518	.005	.168	.752
Skills in policy analysis and policy development for immigrant access to healthcare services - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.553	.002	.216	.772
Skills in policy analysis and policy development for immigrant access to healthcare services - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.178	.385	-.237	.537

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills in policy analysis and policy development for immigrant access to healthcare services - Plan, implement, and evaluate an access to healthcare program	.348	.089	-.067	.660
Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.931	<.001	.849	.969
Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.718	<.001	.455	.866

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.725	<.001	.467	.869
Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community - Develop approaches to gain access to immigrant communities served	.746	<.001	.502	.880
Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community - Demonstrate diplomacy and build trust with community partners working in the health sector	.676	<.001	.389	.844

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community - Skills to build coalitions to work collectively on access to healthcare issues	.649	<.001	.347	.829
Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.665	<.001	.371	.838
Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community - Skills in communication (e. g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.503	.007	.141	.747

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community - Skills for knowledge brokering	.386	.047	-.004	.675
Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community - 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	.442	.021	.063	.710
Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community - Apply leadership practices that support collaboration and team effectiveness	.486	.010	.119	.737

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.652	<.001	.352	.831
Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.532	.006	.162	.771
Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community - Plan, implement, and evaluate an access to healthcare program	.614	.001	.268	.819

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.775	<.001	.551	.894
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 organizational/community/other decision-makers concerning health services for immigrants and newcomers	.673	<.001	.383	.842
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community - Develop approaches to gain access to immigrant communities served	.753	<.001	.513	.883

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community - Demonstrate diplomacy and build trust with community partners working in the health sector	.567	.002	.227	.784
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community - Skills to build coalitions to work collectively on access to healthcare issues	.597	.001	.269	.800
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.537	.004	.186	.767

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.400	.039	.011	.683
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community - Skills for knowledge brokering	.292	.140	-.111	.612
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community - 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	.411	.033	.024	.690

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community - Apply leadership practices that support collaboration and team effectiveness	.377	.053	-.016	.669
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.571	.002	.232	.786
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.581	.002	.230	.799

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community - Plan, implement, and evaluate an access to healthcare program	.488	.016	.093	.750
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.671	<.001	.388	.839
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community - Develop approaches to gain access to immigrant communities served	.515	.005	.164	.750

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community - Demonstrate diplomacy and build trust with community partners working in the health sector	.611	<.001	.297	.805
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community - Skills to build coalitions to work collectively on access to healthcare issues	.678	<.001	.399	.842
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.697	<.001	.429	.853

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.356	.063	-.031	.651
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community - Skills for knowledge brokering	.465	.013	.100	.720
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community - 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	.675	<.001	.393	.841

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community - Apply leadership practices that support collaboration and team effectiveness	.574	.001	.245	.785
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.568	.002	.236	.781
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.323	.108	-.086	.639

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community - Plan, implement, and evaluate an access to healthcare program	.395	.050	-.012	.690
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers - Develop approaches to gain access to immigrant communities served	.454	.015	.086	.713
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers - Demonstrate diplomacy and build trust with community partners working in the health sector	.682	<.001	.405	.844

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers - Skills to build coalitions to work collectively on access to healthcare issues	.665	<.001	.378	.835
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.607	<.001	.292	.803
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.414	.029	.036	.688

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers - Skills for knowledge brokering	.364	.057	-.022	.656
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers - 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	.336	.080	-.053	.637
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers - Apply leadership practices that support collaboration and team effectiveness	.575	.001	.246	.785

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.622	<.001	.314	.812
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.077	.710	-.331	.460
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers - Plan, implement, and evaluate an access to healthcare program	.269	.194	-.153	.608

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Develop approaches to gain access to immigrant communities served - Demonstrate diplomacy and build trust with community partners working in the health sector	.710	<.001	.450	.860
Develop approaches to gain access to immigrant communities served - Skills to build coalitions to work collectively on access to healthcare issues	.616	<.001	.305	.808
Develop approaches to gain access to immigrant communities served - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.411	.030	.033	.686
Develop approaches to gain access to immigrant communities served - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.696	<.001	.427	.852

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Develop approaches to gain access to immigrant communities served - Skills for knowledge brokering	.378	.047	-.006	.665
Develop approaches to gain access to immigrant communities served - 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	.318	.099	-.074	.625
Develop approaches to gain access to immigrant communities served - Apply leadership practices that support collaboration and team effectiveness	.308	.111	-.085	.618
Develop approaches to gain access to immigrant communities served - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.533	.004	.188	.761
Develop approaches to gain access to immigrant communities served - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.591	.001	.252	.800

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Develop approaches to gain access to immigrant communities served - Plan, implement, and evaluate an access to healthcare program	.500	.011	.119	.753
Demonstrate diplomacy and build trust with community partners working in the health sector - Skills to build coalitions to work collectively on access to healthcare issues	.837	<.001	.668	.924
Demonstrate diplomacy and build trust with community partners working in the health sector - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.658	<.001	.368	.831
Demonstrate diplomacy and build trust with community partners working in the health sector - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.764	<.001	.538	.887

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Demonstrate diplomacy and build trust with community partners working in the health sector - Skills for knowledge brokering	.566	.002	.233	.780
Demonstrate diplomacy and build trust with community partners working in the health sector - 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	.519	.005	.169	.752
Demonstrate diplomacy and build trust with community partners working in the health sector - Apply leadership practices that support collaboration and team effectiveness	.604	<.001	.288	.802
Demonstrate diplomacy and build trust with community partners working in the health sector - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.645	<.001	.349	.825

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Demonstrate diplomacy and build trust with community partners working in the health sector - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.279	.168	-.134	.609
Demonstrate diplomacy and build trust with community partners working in the health sector - Plan, implement, and evaluate an access to healthcare program	.423	.035	.021	.707
Skills to build coalitions to work collectively on access to healthcare issues - Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	.744	<.001	.504	.877
Skills to build coalitions to work collectively on access to healthcare issues - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.533	.004	.188	.760

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) _a	
			Lower	Upper
Skills to build coalitions to work collectively on access to healthcare issues - Skills for knowledge brokering	.493	.008	.136	.737
Skills to build coalitions to work collectively on access to healthcare issues - 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	.641	<.001	.342	.822
Skills to build coalitions to work collectively on access to healthcare issues - Apply leadership practices that support collaboration and team effectiveness	.429	.023	.055	.698
Skills to build coalitions to work collectively on access to healthcare issues - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.534	.003	.190	.761
Skills to build coalitions to work collectively on access to healthcare issues - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.294	.145	-.117	.619

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills to build coalitions to work collectively on access to healthcare issues - Plan, implement, and evaluate an access to healthcare program	.531	.006	.159	.770
Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.432	.022	.059	.700
Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health - Skills for knowledge brokering	.356	.063	-.031	.650

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health - 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	.644	<.001	.346	.824
Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health - Apply leadership practices that support collaboration and team effectiveness	.555	.002	.218	.773

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.590	<.001	.267	.793
Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.120	.560	-.292	.494
Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health - Plan, implement, and evaluate an access to healthcare program	.530	.006	.159	.770

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material) - Skills for knowledge brokering	.514	.005	.164	.750
Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material) - 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	.378	.047	-.006	.665
Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material) - Apply leadership practices that support collaboration and team effectiveness	.522	.004	.174	.754

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material) - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.553	.002	.216	.773
Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material) - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.266	.190	-.148	.600
Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material) - Plan, implement, and evaluate an access to healthcare program	.337	.099	-.079	.654

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
Skills for knowledge brokering - Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibilities and expertise represented by other groups that work in the healthcare space	.467	.012	.102	.721
Skills for knowledge brokering - Apply leadership practices that support collaboration and team effectiveness	.516	.005	.166	.751
Skills for knowledge brokering - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.430	.022	.056	.698
Skills for knowledge brokering - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.323	.108	-.086	.639
Skills for knowledge brokering - Plan, implement, and evaluate an access to healthcare program	.425	.034	.024	.709

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Exhibit interprofessional values that demonstrate respect for, and awareness of, the unique cultures, values, roles/responsibilities and expertise represented by other groups that work in the healthcare space - Apply leadership practices that support collaboration and team effectiveness	.580	.001	.254	.788
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 - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.397	.037	.016	.677

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower ^b	Upper
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 - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.287	.155	-.125	.615
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 - Plan, implement, and evaluate an access to healthcare program	.518	.008	.143	.763
Apply leadership practices that support collaboration and team effectiveness - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.636	<.001	.334	.819

Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
Apply leadership practices that support collaboration and team effectiveness - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.155	.450	-.259	.520
Apply leadership practices that support collaboration and team effectiveness - Plan, implement, and evaluate an access to healthcare program	.305	.139	-.115	.632
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	.208	.307	-.206	.560
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being - Plan, implement, and evaluate an access to healthcare program	.448	.025	.051	.722
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task - Plan, implement, and evaluate an access to healthcare program	.549	.004	.185	.781

- a. Estimation is based on Fisher's r-to-z transformation.
- b. Estimation of standard error is based on the formula proposed by Fieller, Hartley, and Pearson.
- c. Cannot be computed because at least one of the variables is constant.
- d. Confidence Interval cannot be computed for this variable pair because the correlation is 1 or -1.