

## Nonparametric Correlations

### Notes

Output Created		26-MAR-2023 11:18:49
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\_11\_lang  
uage\_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  
Q2\_1\_knowledge\_issues\_h  
ealt\_immigrants

Q2\_2\_understand\_socialen  
viron\_impact\_health  
Q2\_3\_barriers\_healthcare\_  
lowresource

Q2\_4\_cultural\_context\_infl  
uences\_perceptions  
Q2\_5\_describe\_ontarioheal  
thsystem\_effect

Q2\_6\_roles\_relationships\_  
entities\_influencing  
Q2\_7\_skills\_policy

Q2\_8\_skills\_create\_opport  
unities\_federal  
Q2\_9\_skills\_create\_opport

## Notes

Resources	Processor Time	00:00:00.22
	Elapsed Time	00:00:00.14
	Number of Cases Allowed	58254 cases <sup>a</sup>

a. Based on availability of workspace memory

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

## Correlations

			Spoken languages of staff, at home or at the LIP, other than English French	Spoken languages of staff, at home or at the LIP, other than English Yoruba
Spearman's rho	Spoken languages of staff, at home or at the LIP, other than English French	Correlation Coefficient	1.000	.280
		Sig. (2-tailed)	.	.150
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Yoruba	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 Polish	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 Serbian	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 Bangla bengali	Correlation Coefficient	.106	-.053
		Sig. (2-tailed)	.591	.787
		N	28	28

## Correlations

			Spoken languages of staff, at home or at the LIP, other than English Polish	Spoken languages of staff, at home or at the LIP, other than English Serbian
Spearman's rho	Spoken languages of staff, at home or at the LIP, other than English French	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 Yoruba	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 Polish	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 Serbian	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 Bangla bengali	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 Bangla bengali	Spoken languages of staff, at home or at the LIP, other than English Punjabi
Spearman's rho	Spoken languages of staff, at home or at the LIP, other than English French	Correlation Coefficient	.106	-.191
		Sig. (2-tailed)	.591	.331
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Yoruba	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 Polish	Correlation Coefficient	.694**	.694**
		Sig. (2-tailed)	<.001	<.001
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Serbian	Correlation Coefficient	.462*	.462*
		Sig. (2-tailed)	.013	.013
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Bangla bengali	Correlation Coefficient	1.000	.462*
		Sig. (2-tailed)	.	.013
		N	28	28

## Correlations

			Spoken languages of staff, at home or at the LIP, other than English Tibetan	Spoken languages of staff, at home or at the LIP, other than English Hungarian
Spearman's rho	Spoken languages of staff, at home or at the LIP, other than English French	Correlation Coefficient	-.132	-.132
		Sig. (2-tailed)	.502	.502
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Yoruba	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 Polish	Correlation Coefficient	1.000**	-.037
		Sig. (2-tailed)	.	.852
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Serbian	Correlation Coefficient	.694**	-.053
		Sig. (2-tailed)	<.001	.787
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Bangla bengali	Correlation Coefficient	.694**	-.053
		Sig. (2-tailed)	<.001	.787
		N	28	28

## Correlations

			Spoken languages of staff, at home or at the LIP, other than English Tigrinya	Spoken languages of staff, at home or at the LIP, other than English Creole
Spearman's rho	Spoken languages of staff, at home or at the LIP, other than English French	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 Yoruba	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 Polish	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 Serbian	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 Bangla bengali	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 Icelandic	Spoken languages of staff, at home or at the LIP, other than English Arabic
Spearman's rho	Spoken languages of staff, at home or at the LIP, other than English French	Correlation Coefficient	-.132	.013
		Sig. (2-tailed)	.502	.946
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Yoruba	Correlation Coefficient	-.037	-.101
		Sig. (2-tailed)	.852	.611
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Polish	Correlation Coefficient	1.000**	-.101
		Sig. (2-tailed)	.	.611
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Serbian	Correlation Coefficient	.694**	-.145
		Sig. (2-tailed)	<.001	.462
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Bangla bengali	Correlation Coefficient	.694**	-.145
		Sig. (2-tailed)	<.001	.462
		N	28	28



## Correlations

			Spoken languages of staff, at home or at the LIP, other than English Tagalog	Spoken languages of staff, at home or at the LIP, other than English Croatian
Spearman's rho	Spoken languages of staff, at home or at the LIP, other than English French	Correlation Coefficient	-.132	-.132
		Sig. (2-tailed)	.502	.502
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Yoruba	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 Polish	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 Serbian	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 Bangla bengali	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 Portuguese	Spoken languages of staff, at home or at the LIP, other than English Dari
Spearman's rho	Spoken languages of staff, at home or at the LIP, other than English French	Correlation Coefficient	-.191	-.132
		Sig. (2-tailed)	.331	.502
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Yoruba	Correlation Coefficient	-.053	-.037
		Sig. (2-tailed)	.787	.852
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Polish	Correlation Coefficient	-.053	-.037
		Sig. (2-tailed)	.787	.852
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Serbian	Correlation Coefficient	.462 <sup>*</sup>	-.053
		Sig. (2-tailed)	.013	.787
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Bangla bengali	Correlation Coefficient	-.077	-.053
		Sig. (2-tailed)	.697	.787
		N	28	28

## Correlations

			Spoken languages of staff, at home or at the LIP, other than English Spanish	Spoken languages of staff, at home or at the LIP, other than English Hindi
Spearman's rho	Spoken languages of staff, at home or at the LIP, other than English French	Correlation Coefficient	.013	-.121
		Sig. (2-tailed)	.946	.539
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Yoruba	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 Polish	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 Serbian	Correlation Coefficient	-.145	-.129
		Sig. (2-tailed)	.462	.512
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Bangla bengali	Correlation Coefficient	-.145	.233
		Sig. (2-tailed)	.462	.233
		N	28	28

## Correlations

			Spoken languages of staff, at home or at the LIP, other than English Gujarati	Spoken languages of staff, at home or at the LIP, other than English Mandarin
Spearman's rho	Spoken languages of staff, at home or at the LIP, other than English French	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 Yoruba	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 Polish	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 Serbian	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 Bangla bengali	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 Amharic	Spoken languages of staff, at home or at the LIP, other than English Italian
Spearman's rho	Spoken languages of staff, at home or at the LIP, other than English French	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 Yoruba	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 Polish	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 Serbian	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 Bangla bengali	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 Tamil	Spoken languages of staff, at home or at the LIP, other than English Twi
Spearman's rho	Spoken languages of staff, at home or at the LIP, other than English French	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 Yoruba	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 Polish	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 Serbian	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 Bangla bengali	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 Wolof	Spoken languages of staff, at home or at the LIP, other than English Igbo
Spearman's rho	Spoken languages of staff, at home or at the LIP, other than English French	Correlation Coefficient	.280	-.132
		Sig. (2-tailed)	.150	.502
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Yoruba	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 Polish	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 Serbian	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 Bangla bengali	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 Armenian	Spoken languages of staff, at home or at the LIP, other than English Ukrainian
Spearman's rho	Spoken languages of staff, at home or at the LIP, other than English French	Correlation Coefficient	.280	-.132
		Sig. (2-tailed)	.150	.502
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Yoruba	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 Polish	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 Serbian	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 Bangla bengali	Correlation Coefficient	.694 **	-.053
		Sig. (2-tailed)	<.001	.787
		N	28	28



## Correlations

			Spoken languages of staff, at home or at the LIP, other than English Slavicianguages	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)
Spearman's rho	Spoken languages of staff, at home or at the LIP, other than English French	Correlation Coefficient	-.132	-.010
		Sig. (2-tailed)	.502	.959
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Yoruba	Correlation Coefficient	-.037	-.051
		Sig. (2-tailed)	.852	.796
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Polish	Correlation Coefficient	-.037	.230
		Sig. (2-tailed)	.852	.238
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Serbian	Correlation Coefficient	-.053	.129
		Sig. (2-tailed)	.787	.513
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Bangla bengali	Correlation Coefficient	-.053	.332
		Sig. (2-tailed)	.787	.084
		N	28	28

## Correlations

			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
Spearman's rho	Spoken languages of staff, at home or at the LIP, other than English French	Correlation Coefficient	-.135	-.107
		Sig. (2-tailed)	.494	.588
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Yoruba	Correlation Coefficient	.141	-.269
		Sig. (2-tailed)	.473	.166
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Polish	Correlation Coefficient	.141	.244
		Sig. (2-tailed)	.473	.211
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Serbian	Correlation Coefficient	.204	.148
		Sig. (2-tailed)	.299	.453
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Bangla bengali	Correlation Coefficient	.204	.351
		Sig. (2-tailed)	.299	.067
		N	28	28

## Correlations

			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
Spearman's rho	Spoken languages of staff, at home or at the LIP, other than English French	Correlation Coefficient	.005	.025
		Sig. (2-tailed)	.979	.901
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Yoruba	Correlation Coefficient	.235	.050
		Sig. (2-tailed)	.228	.801
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Polish	Correlation Coefficient	.235	.050
		Sig. (2-tailed)	.228	.801
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Serbian	Correlation Coefficient	.339	.224
		Sig. (2-tailed)	.077	.251
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Bangla bengali	Correlation Coefficient	.339	.224
		Sig. (2-tailed)	.077	.251
		N	28	28

## Correlations

			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
Spearman's rho	Spoken languages of staff, at home or at the LIP, other than English French	Correlation Coefficient	.055	-.321
		Sig. (2-tailed)	.781	.096
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Yoruba	Correlation Coefficient	.201	.050
		Sig. (2-tailed)	.304	.802
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Polish	Correlation Coefficient	-.038	.050
		Sig. (2-tailed)	.849	.802
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Serbian	Correlation Coefficient	.118	.072
		Sig. (2-tailed)	.550	.718
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Bangla bengali	Correlation Coefficient	.118	.072
		Sig. (2-tailed)	.550	.718
		N	28	28

## Correlations

			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
Spearman's rho	Spoken languages of staff, at home or at the LIP, other than English French	Correlation Coefficient	.033	.049
		Sig. (2-tailed)	.871	.810
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English Yoruba	Correlation Coefficient	.079	.065
		Sig. (2-tailed)	.695	.746
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English Polish	Correlation Coefficient	.079	.065
		Sig. (2-tailed)	.695	.746
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English Serbian	Correlation Coefficient	.114	.094
		Sig. (2-tailed)	.571	.640
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English Bangla bengali	Correlation Coefficient	.266	.236
		Sig. (2-tailed)	.179	.237
		N	27	27

## Correlations

			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
Spearman's rho	Spoken languages of staff, at home or at the LIP, other than English French	Correlation Coefficient	-.110	-.266
		Sig. (2-tailed)	.579	.172
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Yoruba	Correlation Coefficient	-.131	.150
		Sig. (2-tailed)	.505	.446
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Polish	Correlation Coefficient	-.131	.150
		Sig. (2-tailed)	.505	.446
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Serbian	Correlation Coefficient	.047	.216
		Sig. (2-tailed)	.811	.269
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Bangla bengali	Correlation Coefficient	.047	.216
		Sig. (2-tailed)	.811	.269
		N	28	28

## Correlations

			Develop approaches to gain access to immigrant communities served	Demonstrate diplomacy and build trust with community partners working in the health sector
Spearman's rho	Spoken languages of staff, at home or at the LIP, other than English French	Correlation Coefficient	.149	.034
		Sig. (2-tailed)	.450	.863
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Yoruba	Correlation Coefficient	.181	.143
		Sig. (2-tailed)	.357	.466
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Polish	Correlation Coefficient	.181	.143
		Sig. (2-tailed)	.357	.466
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Serbian	Correlation Coefficient	.261	.207
		Sig. (2-tailed)	.180	.291
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Bangla bengali	Correlation Coefficient	.261	.207
		Sig. (2-tailed)	.180	.291
		N	28	28

## Correlations

			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
Spearman's rho	Spoken languages of staff, at home or at the LIP, other than English French	Correlation Coefficient	-.095	.115
		Sig. (2-tailed)	.629	.560
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Yoruba	Correlation Coefficient	.120	.171
		Sig. (2-tailed)	.543	.384
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Polish	Correlation Coefficient	.120	-.132
		Sig. (2-tailed)	.543	.504
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Serbian	Correlation Coefficient	.173	.028
		Sig. (2-tailed)	.379	.886
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Bangla bengali	Correlation Coefficient	.173	.028
		Sig. (2-tailed)	.379	.886
		N	28	28



## Correlations

			Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Skills for knowledge brokering
Spearman's rho	Spoken languages of staff, at home or at the LIP, other than English French	Correlation Coefficient	.157	-.226
		Sig. (2-tailed)	.426	.248
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Yoruba	Correlation Coefficient	.131	-.162
		Sig. (2-tailed)	.505	.409
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Polish	Correlation Coefficient	.131	.203
		Sig. (2-tailed)	.505	.301
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Serbian	Correlation Coefficient	.189	.029
		Sig. (2-tailed)	.334	.883
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Bangla bengali	Correlation Coefficient	.189	.292
		Sig. (2-tailed)	.334	.131
		N	28	28

## Correlations

			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	Apply leadership practices that support collaboration and team effectiveness
Spearman's rho	Spoken languages of staff, at home or at the LIP, other than English French	Correlation Coefficient	-.073	-.018
		Sig. (2-tailed)	.714	.929
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Yoruba	Correlation Coefficient	.122	.132
		Sig. (2-tailed)	.537	.502
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Polish	Correlation Coefficient	-.304	.132
		Sig. (2-tailed)	.115	.502
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Serbian	Correlation Coefficient	-.132	.191
		Sig. (2-tailed)	.505	.331
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Bangla bengali	Correlation Coefficient	-.132	.191
		Sig. (2-tailed)	.505	.331
		N	28	28

## Correlations

			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
Spearman's rho	Spoken languages of staff, at home or at the LIP, other than English French	Correlation Coefficient	-.032	.235
		Sig. (2-tailed)	.873	.247
		N	28	26
	Spoken languages of staff, at home or at the LIP, other than English Yoruba	Correlation Coefficient	.251	.000
		Sig. (2-tailed)	.197	1.000
		N	28	26
	Spoken languages of staff, at home or at the LIP, other than English Polish	Correlation Coefficient	.251	.000
		Sig. (2-tailed)	.197	1.000
		N	28	26
	Spoken languages of staff, at home or at the LIP, other than English Serbian	Correlation Coefficient	.362	-.221
		Sig. (2-tailed)	.058	.278
		N	28	26
	Spoken languages of staff, at home or at the LIP, other than English Bangla bengali	Correlation Coefficient	.362	.232
		Sig. (2-tailed)	.058	.254
		N	28	26

## Correlations

			Plan, implement, and evaluate an access to healthcare program
Spearman's rho	Spoken languages of staff, at home or at the LIP, other than English French	Correlation Coefficient	.012
		Sig. (2-tailed)	.953
		N	25
	Spoken languages of staff, at home or at the LIP, other than English Yoruba	Correlation Coefficient	.076
		Sig. (2-tailed)	.718
		N	25
	Spoken languages of staff, at home or at the LIP, other than English Polish	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	25
	Spoken languages of staff, at home or at the LIP, other than English Serbian	Correlation Coefficient	-.213
		Sig. (2-tailed)	.306
		N	25
	Spoken languages of staff, at home or at the LIP, other than English Bangla bengali	Correlation Coefficient	.320
		Sig. (2-tailed)	.119
		N	25

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English French	Spoken languages of staff, at home or at the LIP, other than English Yoruba
Spoken languages of staff, at home or at the LIP, other than English Punjabi	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 Tibetan	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 Hungarian	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 Tigrinya	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 Creole	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 Icelandic	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 Arabic	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 Tagalog	Correlation Coefficient	-.132	-.037
	Sig. (2-tailed)	.502	.852
	N	28	28

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English Polish	Spoken languages of staff, at home or at the LIP, other than English Serbian
	Spoken languages of staff, at home or at the LIP, other than English Punjabi	Correlation Coefficient	.694**
		Sig. (2-tailed)	<.001
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Tibetan	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Hungarian	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Tigrinya	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Creole	Correlation Coefficient	.694**
		Sig. (2-tailed)	<.001
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Icelandic	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Arabic	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Tagalog	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English Bangla bengali	Spoken languages of staff, at home or at the LIP, other than English Punjabi
Spoken languages of staff, at home or at the LIP, other than English Punjabi	Correlation Coefficient	.462 <sup>*</sup>	1.000
	Sig. (2-tailed)	.013	.
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Tibetan	Correlation Coefficient	.694 <sup>**</sup>	.694 <sup>**</sup>
	Sig. (2-tailed)	<.001	<.001
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Hungarian	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 Tigrinya	Correlation Coefficient	.694 <sup>**</sup>	.694 <sup>**</sup>
	Sig. (2-tailed)	<.001	<.001
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Creole	Correlation Coefficient	.462 <sup>*</sup>	.462 <sup>*</sup>
	Sig. (2-tailed)	.013	.013
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Icelandic	Correlation Coefficient	.694 <sup>**</sup>	.694 <sup>**</sup>
	Sig. (2-tailed)	<.001	<.001
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Arabic	Correlation Coefficient	-.145	-.145
	Sig. (2-tailed)	.462	.462
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Tagalog	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 Tibetan	Spoken languages of staff, at home or at the LIP, other than English Hungarian
Spoken languages of staff, at home or at the LIP, other than English Punjabi	Correlation Coefficient	.694**	-.053
	Sig. (2-tailed)	<.001	.787
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Tibetan	Correlation Coefficient	1.000	-.037
	Sig. (2-tailed)	.	.852
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Hungarian	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 Tigrinya	Correlation Coefficient	1.000**	-.037
	Sig. (2-tailed)	.	.852
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Creole	Correlation Coefficient	.694**	-.053
	Sig. (2-tailed)	<.001	.787
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Icelandic	Correlation Coefficient	1.000**	-.037
	Sig. (2-tailed)	.	.852
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Arabic	Correlation Coefficient	-.101	.369
	Sig. (2-tailed)	.611	.054
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Tagalog	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 Tigrinya	Spoken languages of staff, at home or at the LIP, other than English Creole
	Spoken languages of staff, at home or at the LIP, other than English Punjabi	Correlation Coefficient	.694**
		Sig. (2-tailed)	<.001
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Tibetan	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Hungarian	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Tigrinya	Correlation Coefficient	1.000
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Creole	Correlation Coefficient	.694**
		Sig. (2-tailed)	<.001
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Icelandic	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Arabic	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Tagalog	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English Icelandic	Spoken languages of staff, at home or at the LIP, other than English Arabic
Spoken languages of staff, at home or at the LIP, other than English Punjabi	Correlation Coefficient	.694**	-.145
	Sig. (2-tailed)	<.001	.462
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Tibetan	Correlation Coefficient	1.000**	-.101
	Sig. (2-tailed)	.	.611
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Hungarian	Correlation Coefficient	-.037	.369
	Sig. (2-tailed)	.852	.054
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Tigrinya	Correlation Coefficient	1.000**	-.101
	Sig. (2-tailed)	.	.611
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Creole	Correlation Coefficient	.694**	-.145
	Sig. (2-tailed)	<.001	.462
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Icelandic	Correlation Coefficient	1.000	-.101
	Sig. (2-tailed)	.	.611
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Arabic	Correlation Coefficient	-.101	1.000
	Sig. (2-tailed)	.611	.
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Tagalog	Correlation Coefficient	-.037	-.101
	Sig. (2-tailed)	.852	.611
	N	28	28

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English Tagalog	Spoken languages of staff, at home or at the LIP, other than English Croatian
	Spoken languages of staff, at home or at the LIP, other than English Punjabi	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Tibetan	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Hungarian	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Tigrinya	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Creole	Correlation Coefficient	.694**
		Sig. (2-tailed)	<.001
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Icelandic	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Arabic	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Tagalog	Correlation Coefficient	1.000
		Sig. (2-tailed)	.
		N	28

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English Portuguese	Spoken languages of staff, at home or at the LIP, other than English Dari
Spoken languages of staff, at home or at the LIP, other than English Punjabi	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 Tibetan	Correlation Coefficient	-.053	-.037
	Sig. (2-tailed)	.787	.852
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Hungarian	Correlation Coefficient	-.053	-.037
	Sig. (2-tailed)	.787	.852
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Tigrinya	Correlation Coefficient	-.053	-.037
	Sig. (2-tailed)	.787	.852
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Creole	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 Icelandic	Correlation Coefficient	-.053	-.037
	Sig. (2-tailed)	.787	.852
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Arabic	Correlation Coefficient	-.145	-.101
	Sig. (2-tailed)	.462	.611
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Tagalog	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 Spanish	Spoken languages of staff, at home or at the LIP, other than English Hindi
Spoken languages of staff, at home or at the LIP, other than English Punjabi	Correlation Coefficient	-.145	.233
	Sig. (2-tailed)	.462	.233
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Tibetan	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 Hungarian	Correlation Coefficient	-.101	.413*
	Sig. (2-tailed)	.611	.029
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Tigrinya	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 Creole	Correlation Coefficient	-.145	-.129
	Sig. (2-tailed)	.462	.512
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Icelandic	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 Arabic	Correlation Coefficient	.152	.211
	Sig. (2-tailed)	.442	.281
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Tagalog	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 Gujarati	Spoken languages of staff, at home or at the LIP, other than English Mandarin
Spoken languages of staff, at home or at the LIP, other than English Punjabi	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 Tibetan	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 Hungarian	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 Tigrinya	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 Creole	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 Icelandic	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 Arabic	Correlation Coefficient	.193	.101
	Sig. (2-tailed)	.325	.611
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Tagalog	Correlation Coefficient	-.053	-.067
	Sig. (2-tailed)	.787	.736
	N	28	28

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English Amharic	Spoken languages of staff, at home or at the LIP, other than English Italian
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
	Correlation Coefficient	-.037	-.037
	Sig. (2-tailed)	.852	.852
	N	28	28
	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 Tigrinya	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 Creole	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 Icelandic	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 Arabic	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 Tagalog	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 Tamil	Spoken languages of staff, at home or at the LIP, other than English Twi
Spoken languages of staff, at home or at the LIP, other than English Punjabi	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 Tibetan	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 Hungarian	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 Tigrinya	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 Creole	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 Icelandic	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 Arabic	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 Tagalog	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 Wolof	Spoken languages of staff, at home or at the LIP, other than English Igbo
Spoken languages of staff, at home or at the LIP, other than English Punjabi	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 Tibetan	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 Hungarian	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 Tigrinya	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 Creole	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 Icelandic	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 Arabic	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 Tagalog	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 Armenian	Spoken languages of staff, at home or at the LIP, other than English Ukrainian
Spoken languages of staff, at home or at the LIP, other than English Punjabi	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 Tibetan	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 Hungarian	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 Tigrinya	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 Creole	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 Icelandic	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 Arabic	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 Tagalog	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 Slavicianguages	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)	
	Spoken languages of staff, at home or at the LIP, other than English Punjabi	Correlation Coefficient	-.053	.332
		Sig. (2-tailed)	.787	.084
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tibetan	Correlation Coefficient	-.037	.230
		Sig. (2-tailed)	.852	.238
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Hungarian	Correlation Coefficient	-.037	-.051
		Sig. (2-tailed)	.852	.796
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tigrinya	Correlation Coefficient	-.037	.230
		Sig. (2-tailed)	.852	.238
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Creole	Correlation Coefficient	-.053	.129
		Sig. (2-tailed)	.787	.513
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Icelandic	Correlation Coefficient	-.037	.230
		Sig. (2-tailed)	.852	.238
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Arabic	Correlation Coefficient	-.101	.012
		Sig. (2-tailed)	.611	.953
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tagalog	Correlation Coefficient	-.037	-.051
		Sig. (2-tailed)	.852	.796
		N	28	28

## Correlations

			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
	Spoken languages of staff, at home or at the LIP, other than English Punjabi	Correlation Coefficient	.204	.351
		Sig. (2-tailed)	.299	.067
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tibetan	Correlation Coefficient	.141	.244
		Sig. (2-tailed)	.473	.211
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Hungarian	Correlation Coefficient	.141	-.038
		Sig. (2-tailed)	.473	.846
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tigrinya	Correlation Coefficient	.141	.244
		Sig. (2-tailed)	.473	.211
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Creole	Correlation Coefficient	-.061	.148
		Sig. (2-tailed)	.758	.453
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Icelandic	Correlation Coefficient	.141	.244
		Sig. (2-tailed)	.473	.211
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Arabic	Correlation Coefficient	.217	.279
		Sig. (2-tailed)	.267	.151
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tagalog	Correlation Coefficient	-.226	-.038
		Sig. (2-tailed)	.248	.846
		N	28	28

## Correlations

		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	
	Spoken languages of staff, at home or at the LIP, other than English Punjabi	Correlation Coefficient	.113	.072
		Sig. (2-tailed)	.567	.717
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tibetan	Correlation Coefficient	.235	.050
		Sig. (2-tailed)	.228	.801
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Hungarian	Correlation Coefficient	.235	.050
		Sig. (2-tailed)	.228	.801
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tigrinya	Correlation Coefficient	.235	.050
		Sig. (2-tailed)	.228	.801
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Creole	Correlation Coefficient	.113	.224
		Sig. (2-tailed)	.567	.251
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Icelandic	Correlation Coefficient	.235	.050
		Sig. (2-tailed)	.228	.801
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Arabic	Correlation Coefficient	-.071	.130
		Sig. (2-tailed)	.720	.511
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tagalog	Correlation Coefficient	-.078	.261
		Sig. (2-tailed)	.691	.179
		N	28	28

## Correlations

			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
	Spoken languages of staff, at home or at the LIP, other than English Punjabi	Correlation Coefficient	.118	.224
		Sig. (2-tailed)	.550	.253
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tibetan	Correlation Coefficient	-.038	.050
		Sig. (2-tailed)	.849	.802
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Hungarian	Correlation Coefficient	-.201	-.161
		Sig. (2-tailed)	.304	.412
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tigrinya	Correlation Coefficient	-.038	.050
		Sig. (2-tailed)	.849	.802
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Creole	Correlation Coefficient	.118	.224
		Sig. (2-tailed)	.550	.253
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Icelandic	Correlation Coefficient	-.038	.050
		Sig. (2-tailed)	.849	.802
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Arabic	Correlation Coefficient	.256	.073
		Sig. (2-tailed)	.188	.712
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tagalog	Correlation Coefficient	.201	.261
		Sig. (2-tailed)	.304	.180
		N	28	28

## Correlations

		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	
	Spoken languages of staff, at home or at the LIP, other than English Punjabi	Correlation Coefficient	.114	-.057
		Sig. (2-tailed)	.571	.779
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English Tibetan	Correlation Coefficient	.079	.065
		Sig. (2-tailed)	.695	.746
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English Hungarian	Correlation Coefficient	-.145	-.144
		Sig. (2-tailed)	.470	.475
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English Tigrinya	Correlation Coefficient	.079	.065
		Sig. (2-tailed)	.695	.746
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English Creole	Correlation Coefficient	-.048	-.057
		Sig. (2-tailed)	.814	.779
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English Icelandic	Correlation Coefficient	.079	.065
		Sig. (2-tailed)	.695	.746
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English Arabic	Correlation Coefficient	.204	.166
		Sig. (2-tailed)	.308	.407
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English Tagalog	Correlation Coefficient	-.145	-.144
		Sig. (2-tailed)	.470	.475
		N	27	27

## Correlations

		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	
	Spoken languages of staff, at home or at the LIP, other than English Punjabi	Correlation Coefficient	-.189	.216
		Sig. (2-tailed)	.334	.269
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tibetan	Correlation Coefficient	-.131	.150
		Sig. (2-tailed)	.505	.446
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Hungarian	Correlation Coefficient	-.131	-.314
		Sig. (2-tailed)	.505	.104
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tigrinya	Correlation Coefficient	-.131	.150
		Sig. (2-tailed)	.505	.446
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Creole	Correlation Coefficient	.047	.216
		Sig. (2-tailed)	.811	.269
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Icelandic	Correlation Coefficient	-.131	.150
		Sig. (2-tailed)	.505	.446
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Arabic	Correlation Coefficient	.238	.056
		Sig. (2-tailed)	.223	.779
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tagalog	Correlation Coefficient	.197	.150
		Sig. (2-tailed)	.315	.446
		N	28	28



## Correlations

			Develop approaches to gain access to immigrant communities served	Demonstrate diplomacy and build trust with community partners working in the health sector
	Spoken languages of staff, at home or at the LIP, other than English Punjabi	Correlation Coefficient	-.056	.207
		Sig. (2-tailed)	.778	.291
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tibetan	Correlation Coefficient	.181	.143
		Sig. (2-tailed)	.357	.466
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Hungarian	Correlation Coefficient	-.090	-.258
		Sig. (2-tailed)	.647	.185
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tigrinya	Correlation Coefficient	.181	.143
		Sig. (2-tailed)	.357	.466
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Creole	Correlation Coefficient	-.056	.207
		Sig. (2-tailed)	.778	.291
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Icelandic	Correlation Coefficient	.181	.143
		Sig. (2-tailed)	.357	.466
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Arabic	Correlation Coefficient	.123	.208
		Sig. (2-tailed)	.534	.289
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tagalog	Correlation Coefficient	-.258	.143
		Sig. (2-tailed)	.184	.466
		N	28	28

## Correlations

		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	
	Spoken languages of staff, at home or at the LIP, other than English Punjabi	Correlation Coefficient	.173	.028
		Sig. (2-tailed)	.379	.886
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tibetan	Correlation Coefficient	.120	-.132
		Sig. (2-tailed)	.543	.504
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Hungarian	Correlation Coefficient	-.240	-.132
		Sig. (2-tailed)	.219	.504
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tigrinya	Correlation Coefficient	.120	-.132
		Sig. (2-tailed)	.543	.504
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Creole	Correlation Coefficient	.173	.028
		Sig. (2-tailed)	.379	.886
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Icelandic	Correlation Coefficient	.120	-.132
		Sig. (2-tailed)	.543	.504
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Arabic	Correlation Coefficient	.163	.328
		Sig. (2-tailed)	.408	.089
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tagalog	Correlation Coefficient	.120	.171
		Sig. (2-tailed)	.543	.384
		N	28	28

## Correlations

		Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Skills for knowledge brokering	
	Spoken languages of staff, at home or at the LIP, other than English Punjabi	Correlation Coefficient	.189	.292
		Sig. (2-tailed)	.334	.131
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tibetan	Correlation Coefficient	.131	.203
		Sig. (2-tailed)	.505	.301
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Hungarian	Correlation Coefficient	.131	.203
		Sig. (2-tailed)	.505	.301
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tigrinya	Correlation Coefficient	.131	.203
		Sig. (2-tailed)	.505	.301
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Creole	Correlation Coefficient	.189	.292
		Sig. (2-tailed)	.334	.131
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Icelandic	Correlation Coefficient	.131	.203
		Sig. (2-tailed)	.505	.301
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Arabic	Correlation Coefficient	.178	.055
		Sig. (2-tailed)	.364	.781
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tagalog	Correlation Coefficient	.131	.203
		Sig. (2-tailed)	.505	.301
		N	28	28

## Correlations

		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	Apply leadership practices that support collaboration and team effectiveness	
	Spoken languages of staff, at home or at the LIP, other than English Punjabi	Correlation Coefficient	-.132	.191
		Sig. (2-tailed)	.505	.331
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tibetan	Correlation Coefficient	-.304	.132
		Sig. (2-tailed)	.115	.502
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Hungarian	Correlation Coefficient	.122	.132
		Sig. (2-tailed)	.537	.502
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tigrinya	Correlation Coefficient	-.304	.132
		Sig. (2-tailed)	.115	.502
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Creole	Correlation Coefficient	-.132	.191
		Sig. (2-tailed)	.505	.331
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Icelandic	Correlation Coefficient	-.304	.132
		Sig. (2-tailed)	.115	.502
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Arabic	Correlation Coefficient	.330	.359
		Sig. (2-tailed)	.086	.060
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tagalog	Correlation Coefficient	.122	.132
		Sig. (2-tailed)	.537	.502
		N	28	28

## Correlations

		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	
	Spoken languages of staff, at home or at the LIP, other than English Punjabi	Correlation Coefficient	.133	-.221
		Sig. (2-tailed)	.498	.278
		N	28	26
	Spoken languages of staff, at home or at the LIP, other than English Tibetan	Correlation Coefficient	.251	.000
		Sig. (2-tailed)	.197	1.000
		N	28	26
	Spoken languages of staff, at home or at the LIP, other than English Hungarian	Correlation Coefficient	-.066	.
		Sig. (2-tailed)	.738	.
		N	28	26
	Spoken languages of staff, at home or at the LIP, other than English Tigrinya	Correlation Coefficient	.251	.000
		Sig. (2-tailed)	.197	1.000
		N	28	26
	Spoken languages of staff, at home or at the LIP, other than English Creole	Correlation Coefficient	.362	-.221
		Sig. (2-tailed)	.058	.278
		N	28	26
	Spoken languages of staff, at home or at the LIP, other than English Icelandic	Correlation Coefficient	.251	.000
		Sig. (2-tailed)	.197	1.000
		N	28	26
	Spoken languages of staff, at home or at the LIP, other than English Arabic	Correlation Coefficient	-.036	.171
		Sig. (2-tailed)	.856	.402
		N	28	26
	Spoken languages of staff, at home or at the LIP, other than English Tagalog	Correlation Coefficient	.251	-.306
		Sig. (2-tailed)	.197	.128
		N	28	26

## Correlations

			Plan, implement, and evaluate an access to healthcare program
	Spoken languages of staff, at home or at the LIP, other than English Punjabi	Correlation Coefficient	.076
		Sig. (2-tailed)	.718
		N	25
	Spoken languages of staff, at home or at the LIP, other than English Tibetan	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	25
	Spoken languages of staff, at home or at the LIP, other than English Hungarian	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	25
	Spoken languages of staff, at home or at the LIP, other than English Tigrinya	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	25
	Spoken languages of staff, at home or at the LIP, other than English Creole	Correlation Coefficient	-.213
		Sig. (2-tailed)	.306
		N	25
	Spoken languages of staff, at home or at the LIP, other than English Icelandic	Correlation Coefficient	.
		Sig. (2-tailed)	.
		N	25
	Spoken languages of staff, at home or at the LIP, other than English Arabic	Correlation Coefficient	.138
		Sig. (2-tailed)	.510
		N	25
	Spoken languages of staff, at home or at the LIP, other than English Tagalog	Correlation Coefficient	-.213
		Sig. (2-tailed)	.306
		N	25

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English French	Spoken languages of staff, at home or at the LIP, other than English Yoruba
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
	Correlation Coefficient	-.191	-.053
	Sig. (2-tailed)	.331	.787
	N	28	28
	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 Spanish	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 Hindi	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 Gujarati	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 Mandarin	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 Amharic	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 Polish	Spoken languages of staff, at home or at the LIP, other than English Serbian
Spoken languages of staff, at home or at the LIP, other than English Croatian	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 Portuguese	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 Dari	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 Spanish	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 Hindi	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 Gujarati	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 Mandarin	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 Amharic	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 Bangla bengali	Spoken languages of staff, at home or at the LIP, other than English Punjabi
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
	Correlation Coefficient	-.077	-.077
	Sig. (2-tailed)	.697	.697
	N	28	28
	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 Spanish	Correlation Coefficient	-.145	-.145
	Sig. (2-tailed)	.462	.462
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Hindi	Correlation Coefficient	.233	.233
	Sig. (2-tailed)	.233	.233
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Gujarati	Correlation Coefficient	-.077	-.077
	Sig. (2-tailed)	.697	.697
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Mandarin	Correlation Coefficient	-.096	-.096
	Sig. (2-tailed)	.627	.627
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Amharic	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 Tibetan	Spoken languages of staff, at home or at the LIP, other than English Hungarian
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
	Correlation Coefficient	-.053	-.053
	Sig. (2-tailed)	.787	.787
	N	28	28
	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 Croatian	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 Portuguese	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 Spanish	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 Dari	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 Hindi	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 Gujarati	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 Mandarin	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 Amharic	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 Tigrinya	Spoken languages of staff, at home or at the LIP, other than English Creole
	Spoken languages of staff, at home or at the LIP, other than English Croatian	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Portuguese	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Dari	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Spanish	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Hindi	Correlation Coefficient	-.090
		Sig. (2-tailed)	.650
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Gujarati	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Mandarin	Correlation Coefficient	-.067
		Sig. (2-tailed)	.736
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Amharic	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English Icelandic	Spoken languages of staff, at home or at the LIP, other than English Arabic
	Spoken languages of staff, at home or at the LIP, other than English Croatian	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Portuguese	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Dari	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Spanish	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Hindi	Correlation Coefficient	-.090
		Sig. (2-tailed)	.650
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Gujarati	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Mandarin	Correlation Coefficient	-.067
		Sig. (2-tailed)	.736
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Amharic	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English Tagalog	Spoken languages of staff, at home or at the LIP, other than English Croatian
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
	Correlation Coefficient	-.053	.694**
	Sig. (2-tailed)	.787	<.001
	N	28	28
	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 Spanish	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 Hindi	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 Gujarati	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 Mandarin	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 Amharic	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 Portuguese	Spoken languages of staff, at home or at the LIP, other than English Dari
Spoken languages of staff, at home or at the LIP, other than English Croatian	Correlation Coefficient	.694**	-.037
	Sig. (2-tailed)	<.001	.852
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Portuguese	Correlation Coefficient	1.000	-.053
	Sig. (2-tailed)	.	.787
	N	28	28
Spoken languages of staff, at home or at the LIP, other than English Dari	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 Spanish	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 Hindi	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 Gujarati	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 Mandarin	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 Amharic	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 Spanish	Spoken languages of staff, at home or at the LIP, other than English Hindi
	Spoken languages of staff, at home or at the LIP, other than English Croatian	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Portuguese	Correlation Coefficient	.193
		Sig. (2-tailed)	.325
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Dari	Correlation Coefficient	.369
		Sig. (2-tailed)	.054
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Spanish	Correlation Coefficient	1.000
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Hindi	Correlation Coefficient	-.016
		Sig. (2-tailed)	.935
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Gujarati	Correlation Coefficient	.193
		Sig. (2-tailed)	.325
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Mandarin	Correlation Coefficient	.382*
		Sig. (2-tailed)	.045
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Amharic	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28

## Correlations

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



## Correlations

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

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English Tamil	Spoken languages of staff, at home or at the LIP, other than English Twi
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
	Correlation Coefficient	-.053	-.053
	Sig. (2-tailed)	.787	.787
	N	28	28
	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 Croatian	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 Portuguese	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 Dari	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 Spanish	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 Hindi	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 Gujarati	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 Mandarin	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 Amharic	Correlation Coefficient	1.000**	1.000**
	Sig. (2-tailed)	.	.
	N	28	28

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English Wolof	Spoken languages of staff, at home or at the LIP, other than English Igbo
	Spoken languages of staff, at home or at the LIP, other than English Croatian	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Portuguese	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Dari	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Spanish	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Hindi	Correlation Coefficient	-.090
		Sig. (2-tailed)	.650
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Gujarati	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Mandarin	Correlation Coefficient	-.067
		Sig. (2-tailed)	.736
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Amharic	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English Armenian	Spoken languages of staff, at home or at the LIP, other than English Ukrainian
	Spoken languages of staff, at home or at the LIP, other than English Croatian	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Portuguese	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Dari	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Spanish	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Hindi	Correlation Coefficient	.413 <sup>*</sup>
		Sig. (2-tailed)	.029
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Gujarati	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Mandarin	Correlation Coefficient	-.067
		Sig. (2-tailed)	.736
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Amharic	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English Slavicianguages	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)
	Spoken languages of staff, at home or at the LIP, other than English Croatian	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Portuguese	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Dari	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Spanish	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Hindi	Correlation Coefficient	-.090
		Sig. (2-tailed)	.650
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Gujarati	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Mandarin	Correlation Coefficient	-.067
		Sig. (2-tailed)	.736
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Amharic	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
		Correlation Coefficient	.422*
		Sig. (2-tailed)	.025
		N	28
		Correlation Coefficient	.332
		Sig. (2-tailed)	.084
		N	28
		Correlation Coefficient	.246
		Sig. (2-tailed)	.208
		N	28
		Correlation Coefficient	.230
		Sig. (2-tailed)	.238
		N	28

## Correlations

			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
	Spoken languages of staff, at home or at the LIP, other than English Croatian	Correlation Coefficient	.141	-.038
		Sig. (2-tailed)	.473	.846
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Portuguese	Correlation Coefficient	.204	-.055
		Sig. (2-tailed)	.299	.779
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Dari	Correlation Coefficient	-.226	-.038
		Sig. (2-tailed)	.248	.846
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Spanish	Correlation Coefficient	.051	.046
		Sig. (2-tailed)	.796	.815
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Hindi	Correlation Coefficient	.342	.454*
		Sig. (2-tailed)	.075	.015
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Gujarati	Correlation Coefficient	.204	.351
		Sig. (2-tailed)	.299	.067
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Mandarin	Correlation Coefficient	.254	.269
		Sig. (2-tailed)	.192	.166
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Amharic	Correlation Coefficient	.141	.244
		Sig. (2-tailed)	.473	.211
		N	28	28

## Correlations

		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	
	Spoken languages of staff, at home or at the LIP, other than English Croatian	Correlation Coefficient	.235	.261
		Sig. (2-tailed)	.228	.179
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Portuguese	Correlation Coefficient	.113	.224
		Sig. (2-tailed)	.567	.251
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Dari	Correlation Coefficient	-.078	-.174
		Sig. (2-tailed)	.691	.375
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Spanish	Correlation Coefficient	-.071	.028
		Sig. (2-tailed)	.720	.887
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Hindi	Correlation Coefficient	.114	.223
		Sig. (2-tailed)	.563	.254
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Gujarati	Correlation Coefficient	-.113	.072
		Sig. (2-tailed)	.567	.717
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Mandarin	Correlation Coefficient	-.141	.217
		Sig. (2-tailed)	.473	.268
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Amharic	Correlation Coefficient	-.078	.261
		Sig. (2-tailed)	.691	.179
		N	28	28

## Correlations

		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	
	Spoken languages of staff, at home or at the LIP, other than English Croatian	Correlation Coefficient	.201	.050
		Sig. (2-tailed)	.304	.802
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Portuguese	Correlation Coefficient	.000	.072
		Sig. (2-tailed)	1.000	.718
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Dari	Correlation Coefficient	-.201	-.161
		Sig. (2-tailed)	.304	.412
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Spanish	Correlation Coefficient	.000	-.118
		Sig. (2-tailed)	1.000	.550
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Hindi	Correlation Coefficient	.177	.018
		Sig. (2-tailed)	.368	.927
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Gujarati	Correlation Coefficient	.118	-.080
		Sig. (2-tailed)	.550	.684
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Mandarin	Correlation Coefficient	-.023	.089
		Sig. (2-tailed)	.909	.651
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Amharic	Correlation Coefficient	.201	.261
		Sig. (2-tailed)	.304	.180
		N	28	28



## Correlations

		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	
	Spoken languages of staff, at home or at the LIP, other than English Croatian	Correlation Coefficient	.079	.065
		Sig. (2-tailed)	.695	.746
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English Portuguese	Correlation Coefficient	.114	.094
		Sig. (2-tailed)	.571	.640
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English Dari	Correlation Coefficient	-.145	-.144
		Sig. (2-tailed)	.470	.475
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English Spanish	Correlation Coefficient	-.096	-.044
		Sig. (2-tailed)	.633	.826
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English Hindi	Correlation Coefficient	.186	.146
		Sig. (2-tailed)	.353	.467
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English Gujarati	Correlation Coefficient	.114	.236
		Sig. (2-tailed)	.571	.237
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English Mandarin	Correlation Coefficient	.143	.236
		Sig. (2-tailed)	.478	.237
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English Amharic	Correlation Coefficient	.290	.261
		Sig. (2-tailed)	.142	.188
		N	27	27

## Correlations

			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
	Spoken languages of staff, at home or at the LIP, other than English Croatian	Correlation Coefficient	.197	.150
		Sig. (2-tailed)	.315	.446
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Portuguese	Correlation Coefficient	.047	.216
		Sig. (2-tailed)	.811	.269
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Dari	Correlation Coefficient	-.131	-.164
		Sig. (2-tailed)	.505	.405
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Spanish	Correlation Coefficient	.089	-.086
		Sig. (2-tailed)	.652	.662
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Hindi	Correlation Coefficient	.159	.139
		Sig. (2-tailed)	.418	.481
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Gujarati	Correlation Coefficient	.284	.216
		Sig. (2-tailed)	.143	.269
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Mandarin	Correlation Coefficient	.158	.270
		Sig. (2-tailed)	.423	.164
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Amharic	Correlation Coefficient	.197	.150
		Sig. (2-tailed)	.315	.446
		N	28	28

## Correlations

		Develop approaches to gain access to immigrant communities served	Demonstrate diplomacy and build trust with community partners working in the health sector	
	Spoken languages of staff, at home or at the LIP, other than English Croatian	Correlation Coefficient	.181	.143
		Sig. (2-tailed)	.357	.466
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Portuguese	Correlation Coefficient	.261	.207
		Sig. (2-tailed)	.180	.291
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Dari	Correlation Coefficient	.181	.143
		Sig. (2-tailed)	.357	.466
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Spanish	Correlation Coefficient	.169	.208
		Sig. (2-tailed)	.389	.289
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Hindi	Correlation Coefficient	-.169	-.042
		Sig. (2-tailed)	.390	.833
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Gujarati	Correlation Coefficient	-.130	-.083
		Sig. (2-tailed)	.509	.676
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Mandarin	Correlation Coefficient	.163	.017
		Sig. (2-tailed)	.408	.931
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Amharic	Correlation Coefficient	.181	.143
		Sig. (2-tailed)	.357	.466
		N	28	28

## Correlations

		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	
	Spoken languages of staff, at home or at the LIP, other than English Croatian	Correlation Coefficient	.120	.171
		Sig. (2-tailed)	.543	.384
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Portuguese	Correlation Coefficient	.173	.028
		Sig. (2-tailed)	.379	.886
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Dari	Correlation Coefficient	.120	-.132
		Sig. (2-tailed)	.543	.504
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Spanish	Correlation Coefficient	.109	-.024
		Sig. (2-tailed)	.582	.904
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Hindi	Correlation Coefficient	.116	.268
		Sig. (2-tailed)	.556	.168
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Gujarati	Correlation Coefficient	.173	.247
		Sig. (2-tailed)	.379	.206
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Mandarin	Correlation Coefficient	.216	.126
		Sig. (2-tailed)	.270	.521
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Amharic	Correlation Coefficient	.120	.171
		Sig. (2-tailed)	.543	.384
		N	28	28

## Correlations

		Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Skills for knowledge brokering	
	Spoken languages of staff, at home or at the LIP, other than English Croatian	Correlation Coefficient	.131	-.162
		Sig. (2-tailed)	.505	.409
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Portuguese	Correlation Coefficient	.189	-.234
		Sig. (2-tailed)	.334	.231
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Dari	Correlation Coefficient	.131	.203
		Sig. (2-tailed)	.505	.301
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Spanish	Correlation Coefficient	.000	.128
		Sig. (2-tailed)	1.000	.515
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Hindi	Correlation Coefficient	-.064	.315
		Sig. (2-tailed)	.747	.103
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Gujarati	Correlation Coefficient	-.379 <sup>*</sup>	.029
		Sig. (2-tailed)	.047	.883
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Mandarin	Correlation Coefficient	.000	-.073
		Sig. (2-tailed)	1.000	.712
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Amharic	Correlation Coefficient	.131	.203
		Sig. (2-tailed)	.505	.301
		N	28	28

## Correlations

		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	Apply leadership practices that support collaboration and team effectiveness	
	Spoken languages of staff, at home or at the LIP, other than English Croatian	Correlation Coefficient	.122	.132
		Sig. (2-tailed)	.537	.502
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Portuguese	Correlation Coefficient	-.132	-.106
		Sig. (2-tailed)	.505	.591
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Dari	Correlation Coefficient	.122	-.280
		Sig. (2-tailed)	.537	.150
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Spanish	Correlation Coefficient	-.055	-.200
		Sig. (2-tailed)	.781	.308
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Hindi	Correlation Coefficient	.295	.121
		Sig. (2-tailed)	.128	.539
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Gujarati	Correlation Coefficient	.175	-.106
		Sig. (2-tailed)	.372	.591
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Mandarin	Correlation Coefficient	-.037	-.256
		Sig. (2-tailed)	.854	.188
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Amharic	Correlation Coefficient	.122	.132
		Sig. (2-tailed)	.537	.502
		N	28	28

## Correlations

		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	
	Spoken languages of staff, at home or at the LIP, other than English Croatian	Correlation Coefficient	.251	-.306
		Sig. (2-tailed)	.197	.128
		N	28	26
	Spoken languages of staff, at home or at the LIP, other than English Portuguese	Correlation Coefficient	.133	-.221
		Sig. (2-tailed)	.498	.278
		N	28	26
	Spoken languages of staff, at home or at the LIP, other than English Dari	Correlation Coefficient	-.066	.000
		Sig. (2-tailed)	.738	1.000
		N	28	26
	Spoken languages of staff, at home or at the LIP, other than English Spanish	Correlation Coefficient	-.150	-.028
		Sig. (2-tailed)	.448	.892
		N	28	26
	Spoken languages of staff, at home or at the LIP, other than English Hindi	Correlation Coefficient	-.006	.008
		Sig. (2-tailed)	.974	.968
		N	28	26
	Spoken languages of staff, at home or at the LIP, other than English Gujarati	Correlation Coefficient	-.095	.000
		Sig. (2-tailed)	.630	1.000
		N	28	26
	Spoken languages of staff, at home or at the LIP, other than English Mandarin	Correlation Coefficient	-.119	.000
		Sig. (2-tailed)	.546	1.000
		N	28	26
	Spoken languages of staff, at home or at the LIP, other than English Amharic	Correlation Coefficient	.251	.000
		Sig. (2-tailed)	.197	1.000
		N	28	26

## Correlations

			Plan, implement, and evaluate an access to healthcare program
	Spoken languages of staff, at home or at the LIP, other than English Croatian	Correlation Coefficient	-.213
		Sig. (2-tailed)	.306
		N	25
	Spoken languages of staff, at home or at the LIP, other than English Portuguese	Correlation Coefficient	-.099
		Sig. (2-tailed)	.638
		N	25
	Spoken languages of staff, at home or at the LIP, other than English Dari	Correlation Coefficient	.076
		Sig. (2-tailed)	.718
		N	25
	Spoken languages of staff, at home or at the LIP, other than English Spanish	Correlation Coefficient	.105
		Sig. (2-tailed)	.618
		N	25
	Spoken languages of staff, at home or at the LIP, other than English Hindi	Correlation Coefficient	.138
		Sig. (2-tailed)	.510
		N	25
	Spoken languages of staff, at home or at the LIP, other than English Gujarati	Correlation Coefficient	-.099
		Sig. (2-tailed)	.638
		N	25
	Spoken languages of staff, at home or at the LIP, other than English Mandarin	Correlation Coefficient	.285
		Sig. (2-tailed)	.168
		N	25
	Spoken languages of staff, at home or at the LIP, other than English Amharic	Correlation Coefficient	.076
		Sig. (2-tailed)	.718
		N	25



## Correlations

		Spoken languages of staff, at home or at the LIP, other than English French	Spoken languages of staff, at home or at the LIP, other than English Yoruba	
	Spoken languages of staff, at home or at the LIP, other than English Italian	Correlation Coefficient	.280	-.037
		Sig. (2-tailed)	.150	.852
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tamil	Correlation Coefficient	.280	-.037
		Sig. (2-tailed)	.150	.852
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Twi	Correlation Coefficient	.280	-.037
		Sig. (2-tailed)	.150	.852
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Wolof	Correlation Coefficient	.280	-.037
		Sig. (2-tailed)	.150	.852
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Igbo	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 Armenian	Correlation Coefficient	.280	-.037
		Sig. (2-tailed)	.150	.852
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Ukrainian	Correlation Coefficient	-.132	-.037
		Sig. (2-tailed)	.502	.852
		N	28	28

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English Polish	Spoken languages of staff, at home or at the LIP, other than English Serbian
	Spoken languages of staff, at home or at the LIP, other than English Italian	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Tamil	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Twi	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Wolof	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Igbo	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Armenian	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Ukrainian	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English Bangla bengali	Spoken languages of staff, at home or at the LIP, other than English Punjabi
	Spoken languages of staff, at home or at the LIP, other than English Italian	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Tamil	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Twi	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Wolof	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Igbo	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Armenian	Correlation Coefficient	.694 **
		Sig. (2-tailed)	<.001
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Ukrainian	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English Tibetan	Spoken languages of staff, at home or at the LIP, other than English Hungarian
	Spoken languages of staff, at home or at the LIP, other than English Italian	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Tamil	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Twi	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Wolof	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Igbo	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Armenian	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Ukrainian	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English Tigrinya	Spoken languages of staff, at home or at the LIP, other than English Creole
	Spoken languages of staff, at home or at the LIP, other than English Italian	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Tamil	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Twi	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Wolof	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Igbo	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Armenian	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Ukrainian	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English Icelandic	Spoken languages of staff, at home or at the LIP, other than English Arabic
	Spoken languages of staff, at home or at the LIP, other than English Italian	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Tamil	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Twi	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Wolof	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Igbo	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Armenian	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Ukrainian	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English Tagalog	Spoken languages of staff, at home or at the LIP, other than English Croatian
	Spoken languages of staff, at home or at the LIP, other than English Italian	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Tamil	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Twi	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Wolof	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Igbo	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Armenian	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Ukrainian	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English Portuguese	Spoken languages of staff, at home or at the LIP, other than English Dari
	Spoken languages of staff, at home or at the LIP, other than English Italian	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Tamil	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Twi	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Wolof	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Igbo	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Armenian	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Ukrainian	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28



## Correlations

		Spoken languages of staff, at home or at the LIP, other than English Spanish	Spoken languages of staff, at home or at the LIP, other than English Hindi
	Spoken languages of staff, at home or at the LIP, other than English Italian	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Tamil	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Twi	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Wolof	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Igbo	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Armenian	Correlation Coefficient	-.101
		Sig. (2-tailed)	.413*
		N	.029
	Spoken languages of staff, at home or at the LIP, other than English Ukrainian	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		N	28

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English Gujarati	Spoken languages of staff, at home or at the LIP, other than English Mandarin
	Spoken languages of staff, at home or at the LIP, other than English Italian	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Tamil	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Twi	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Wolof	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Igbo	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Armenian	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Ukrainian	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		N	28

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English Amharic	Spoken languages of staff, at home or at the LIP, other than English Italian
	Spoken languages of staff, at home or at the LIP, other than English Italian	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Tamil	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Twi	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Wolof	Correlation Coefficient	1.000**
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Igbo	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Armenian	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Ukrainian	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

## Correlations

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

## Correlations

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

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English Armenian	Spoken languages of staff, at home or at the LIP, other than English Ukrainian
	Spoken languages of staff, at home or at the LIP, other than English Italian	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Tamil	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Twi	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Wolof	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Igbo	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Armenian	Correlation Coefficient	1.000
		Sig. (2-tailed)	.
		N	28
	Spoken languages of staff, at home or at the LIP, other than English Ukrainian	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English Slavicianguages	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)	
	Spoken languages of staff, at home or at the LIP, other than English Italian	Correlation Coefficient	-.037	.230
		Sig. (2-tailed)	.852	.238
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tamil	Correlation Coefficient	-.037	.230
		Sig. (2-tailed)	.852	.238
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Twi	Correlation Coefficient	-.037	.230
		Sig. (2-tailed)	.852	.238
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Wolof	Correlation Coefficient	-.037	.230
		Sig. (2-tailed)	.852	.238
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Igbo	Correlation Coefficient	-.037	-.051
		Sig. (2-tailed)	.852	.796
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Armenian	Correlation Coefficient	-.037	.230
		Sig. (2-tailed)	.852	.238
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Ukrainian	Correlation Coefficient	-.037	-.051
		Sig. (2-tailed)	.852	.796
		N	28	28

## Correlations

		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	
	Spoken languages of staff, at home or at the LIP, other than English Italian	Correlation Coefficient	.141	.244
		Sig. (2-tailed)	.473	.211
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tamil	Correlation Coefficient	.141	.244
		Sig. (2-tailed)	.473	.211
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Twi	Correlation Coefficient	.141	.244
		Sig. (2-tailed)	.473	.211
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Wolof	Correlation Coefficient	.141	.244
		Sig. (2-tailed)	.473	.211
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Igbo	Correlation Coefficient	-.226	-.269
		Sig. (2-tailed)	.248	.166
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Armenian	Correlation Coefficient	.141	.244
		Sig. (2-tailed)	.473	.211
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Ukrainian	Correlation Coefficient	.141	-.038
		Sig. (2-tailed)	.473	.846
		N	28	28



## Correlations

		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	
	Spoken languages of staff, at home or at the LIP, other than English Italian	Correlation Coefficient	-.078	.261
		Sig. (2-tailed)	.691	.179
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tamil	Correlation Coefficient	-.078	.261
		Sig. (2-tailed)	.691	.179
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Twi	Correlation Coefficient	-.078	.261
		Sig. (2-tailed)	.691	.179
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Wolof	Correlation Coefficient	-.078	.261
		Sig. (2-tailed)	.691	.179
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Igbo	Correlation Coefficient	-.301	-.311
		Sig. (2-tailed)	.120	.107
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Armenian	Correlation Coefficient	.235	.261
		Sig. (2-tailed)	.228	.179
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Ukrainian	Correlation Coefficient	.235	.261
		Sig. (2-tailed)	.228	.179
		N	28	28

## Correlations

		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	
	Spoken languages of staff, at home or at the LIP, other than English Italian	Correlation Coefficient	.201	.261
		Sig. (2-tailed)	.304	.180
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tamil	Correlation Coefficient	.201	.261
		Sig. (2-tailed)	.304	.180
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Twi	Correlation Coefficient	.201	.261
		Sig. (2-tailed)	.304	.180
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Wolof	Correlation Coefficient	.201	.261
		Sig. (2-tailed)	.304	.180
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Igbo	Correlation Coefficient	-.201	-.161
		Sig. (2-tailed)	.304	.412
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Armenian	Correlation Coefficient	.201	.050
		Sig. (2-tailed)	.304	.802
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Ukrainian	Correlation Coefficient	-.038	.050
		Sig. (2-tailed)	.849	.802
		N	28	28

## Correlations

		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	
	Spoken languages of staff, at home or at the LIP, other than English Italian	Correlation Coefficient	.290	.261
		Sig. (2-tailed)	.142	.188
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English Tamil	Correlation Coefficient	.290	.261
		Sig. (2-tailed)	.142	.188
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English Twi	Correlation Coefficient	.290	.261
		Sig. (2-tailed)	.142	.188
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English Wolof	Correlation Coefficient	.290	.261
		Sig. (2-tailed)	.142	.188
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English Igbo	Correlation Coefficient	-.290	-.300
		Sig. (2-tailed)	.142	.128
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English Armenian	Correlation Coefficient	.290	.261
		Sig. (2-tailed)	.142	.188
		N	27	27
	Spoken languages of staff, at home or at the LIP, other than English Ukrainian	Correlation Coefficient	-.145	-.144
		Sig. (2-tailed)	.470	.475
		N	27	27

## Correlations

		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/c community/other decision-makers concerning health services for immigrants and newcomers	
	Spoken languages of staff, at home or at the LIP, other than English Italian	Correlation Coefficient	.197	.150
		Sig. (2-tailed)	.315	.446
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tamil	Correlation Coefficient	.197	.150
		Sig. (2-tailed)	.315	.446
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Twi	Correlation Coefficient	.197	.150
		Sig. (2-tailed)	.315	.446
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Wolof	Correlation Coefficient	.197	.150
		Sig. (2-tailed)	.315	.446
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Igbo	Correlation Coefficient	-.315	-.164
		Sig. (2-tailed)	.102	.405
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Armenian	Correlation Coefficient	.197	.150
		Sig. (2-tailed)	.315	.446
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Ukrainian	Correlation Coefficient	-.131	-.164
		Sig. (2-tailed)	.505	.405
		N	28	28

## Correlations

			Develop approaches to gain access to immigrant communities served	Demonstrate diplomacy and build trust with community partners working in the health sector
	Spoken languages of staff, at home or at the LIP, other than English Italian	Correlation Coefficient	.181	.143
		Sig. (2-tailed)	.357	.466
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tamil	Correlation Coefficient	.181	.143
		Sig. (2-tailed)	.357	.466
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Twi	Correlation Coefficient	.181	.143
		Sig. (2-tailed)	.357	.466
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Wolof	Correlation Coefficient	.181	.143
		Sig. (2-tailed)	.357	.466
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Igbo	Correlation Coefficient	-.258	-.258
		Sig. (2-tailed)	.184	.185
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Armenian	Correlation Coefficient	.181	.143
		Sig. (2-tailed)	.357	.466
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Ukrainian	Correlation Coefficient	-.258	-.258
		Sig. (2-tailed)	.184	.185
		N	28	28

## Correlations

			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
	Spoken languages of staff, at home or at the LIP, other than English Italian	Correlation Coefficient	.120	.171
		Sig. (2-tailed)	.543	.384
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tamil	Correlation Coefficient	.120	.171
		Sig. (2-tailed)	.543	.384
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Twi	Correlation Coefficient	.120	.171
		Sig. (2-tailed)	.543	.384
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Wolof	Correlation Coefficient	.120	.171
		Sig. (2-tailed)	.543	.384
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Igbo	Correlation Coefficient	-.360	-.303
		Sig. (2-tailed)	.060	.117
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Armenian	Correlation Coefficient	.120	.171
		Sig. (2-tailed)	.543	.384
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Ukrainian	Correlation Coefficient	-.360	-.303
		Sig. (2-tailed)	.060	.117
		N	28	28

## Correlations

		Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Skills for knowledge brokering	
	Spoken languages of staff, at home or at the LIP, other than English Italian	Correlation Coefficient	.131	.203
		Sig. (2-tailed)	.505	.301
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tamil	Correlation Coefficient	.131	.203
		Sig. (2-tailed)	.505	.301
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Twi	Correlation Coefficient	.131	.203
		Sig. (2-tailed)	.505	.301
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Wolof	Correlation Coefficient	.131	.203
		Sig. (2-tailed)	.505	.301
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Igbo	Correlation Coefficient	-.263	-.162
		Sig. (2-tailed)	.176	.409
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Armenian	Correlation Coefficient	.131	.203
		Sig. (2-tailed)	.505	.301
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Ukrainian	Correlation Coefficient	-.263	-.162
		Sig. (2-tailed)	.176	.409
		N	28	28

## Correlations

		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	Apply leadership practices that support collaboration and team effectiveness	
	Spoken languages of staff, at home or at the LIP, other than English Italian	Correlation Coefficient	.122	.132
		Sig. (2-tailed)	.537	.502
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Tamil	Correlation Coefficient	.122	.132
		Sig. (2-tailed)	.537	.502
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Twi	Correlation Coefficient	.122	.132
		Sig. (2-tailed)	.537	.502
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Wolof	Correlation Coefficient	.122	.132
		Sig. (2-tailed)	.537	.502
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Igbo	Correlation Coefficient	-.304	-.280
		Sig. (2-tailed)	.115	.150
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Armenian	Correlation Coefficient	.122	.132
		Sig. (2-tailed)	.537	.502
		N	28	28
	Spoken languages of staff, at home or at the LIP, other than English Ukrainian	Correlation Coefficient	.122	.132
		Sig. (2-tailed)	.537	.502
		N	28	28



## Correlations

		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	
	Spoken languages of staff, at home or at the LIP, other than English Italian	Correlation Coefficient	.251	.000
		Sig. (2-tailed)	.197	1.000
		N	28	26
	Spoken languages of staff, at home or at the LIP, other than English Tamil	Correlation Coefficient	.251	.000
		Sig. (2-tailed)	.197	1.000
		N	28	26
	Spoken languages of staff, at home or at the LIP, other than English Twi	Correlation Coefficient	.251	.000
		Sig. (2-tailed)	.197	1.000
		N	28	26
	Spoken languages of staff, at home or at the LIP, other than English Wolof	Correlation Coefficient	.251	.000
		Sig. (2-tailed)	.197	1.000
		N	28	26
	Spoken languages of staff, at home or at the LIP, other than English Igbo	Correlation Coefficient	-.066	.000
		Sig. (2-tailed)	.738	1.000
		N	28	26
	Spoken languages of staff, at home or at the LIP, other than English Armenian	Correlation Coefficient	.251	.322
		Sig. (2-tailed)	.197	.109
		N	28	26
	Spoken languages of staff, at home or at the LIP, other than English Ukrainian	Correlation Coefficient	-.066	.000
		Sig. (2-tailed)	.738	1.000
		N	28	26

## Correlations

			Plan, implement, and evaluate an access to healthcare program
	Spoken languages of staff, at home or at the LIP, other than English Italian	Correlation Coefficient	.076
		Sig. (2-tailed)	.718
		N	25
	Spoken languages of staff, at home or at the LIP, other than English Tamil	Correlation Coefficient	.076
		Sig. (2-tailed)	.718
		N	25
	Spoken languages of staff, at home or at the LIP, other than English Twi	Correlation Coefficient	.076
		Sig. (2-tailed)	.718
		N	25
	Spoken languages of staff, at home or at the LIP, other than English Wolof	Correlation Coefficient	.076
		Sig. (2-tailed)	.718
		N	25
	Spoken languages of staff, at home or at the LIP, other than English Igbo	Correlation Coefficient	-.213
		Sig. (2-tailed)	.306
		N	25
	Spoken languages of staff, at home or at the LIP, other than English Armenian	Correlation Coefficient	.320
		Sig. (2-tailed)	.119
		N	25
	Spoken languages of staff, at home or at the LIP, other than English Ukrainian	Correlation Coefficient	.076
		Sig. (2-tailed)	.718
		N	25

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English French	Spoken languages of staff, at home or at the LIP, other than English Yoruba
Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages	Correlation Coefficient	-.132	-.037
	Sig. (2-tailed)	.502	.852
	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	-.010	-.051
	Sig. (2-tailed)	.959	.796
	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	-.135	.141
	Sig. (2-tailed)	.494	.473
	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	-.107	-.269
	Sig. (2-tailed)	.588	.166
	N	28	28

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English Polish	Spoken languages of staff, at home or at the LIP, other than English Serbian
	Spoken languages of staff, at home or at the LIP, other than English Slavicianguages	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		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 Bangla bengali	Spoken languages of staff, at home or at the LIP, other than English Punjabi
	Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		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 Tibetan	Spoken languages of staff, at home or at the LIP, other than English Hungarian
	Spoken languages of staff, at home or at the LIP, other than English Slavicianguages	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		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	-.038
		Sig. (2-tailed)	.846
		N	28

## Correlations

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



## Correlations

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

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English Portuguese	Spoken languages of staff, at home or at the LIP, other than English Dari
	Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages	Correlation Coefficient	-.053
		Sig. (2-tailed)	.787
		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 Spanish	Spoken languages of staff, at home or at the LIP, other than English Hindi
	Spoken languages of staff, at home or at the LIP, other than English Slavicianguages	Correlation Coefficient	-.101
		Sig. (2-tailed)	.611
		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)	.213
		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
		Correlation Coefficient	-.090
		Sig. (2-tailed)	.650
		N	28

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English Gujarati	Spoken languages of staff, at home or at the LIP, other than English Mandarin	
	Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages	Correlation Coefficient	-.053	-.067
		Sig. (2-tailed)	.787	.736
		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	.332	.246
		Sig. (2-tailed)	.084	.208
		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	.204	.254
		Sig. (2-tailed)	.299	.192
		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	.351	.269
		Sig. (2-tailed)	.067	.166
		N	28	28

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English Amharic	Spoken languages of staff, at home or at the LIP, other than English Italian
	Spoken languages of staff, at home or at the LIP, other than English Slavicianguages	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		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 Tamil	Spoken languages of staff, at home or at the LIP, other than English Twi
	Spoken languages of staff, at home or at the LIP, other than English Slavicianguages	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		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 Wolof	Spoken languages of staff, at home or at the LIP, other than English Igbo
	Spoken languages of staff, at home or at the LIP, other than English Slavicianguages	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		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
		Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		N	28

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English Armenian	Spoken languages of staff, at home or at the LIP, other than English Ukrainian
	Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages	Correlation Coefficient	-.037
		Sig. (2-tailed)	.852
		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
		Correlation Coefficient	-.038
		Sig. (2-tailed)	.846
		N	28



## Correlations

		Spoken languages of staff, at home or at the LIP, other than English Slavicianguages	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)
	Spoken languages of staff, at home or at the LIP, other than English Slavicianguages	Correlation Coefficient	1.000
		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)	.747**
		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	.473
		Sig. (2-tailed)	<.001
		N	28
		Correlation Coefficient	-.038
		Sig. (2-tailed)	.731**
		N	28

## Correlations

		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	
	Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages	Correlation Coefficient	.141	-.038
		Sig. (2-tailed)	.473	.846
		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	.747**	.731**
		Sig. (2-tailed)	<.001	<.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	1.000	.656**
		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	.656**	1.000
		Sig. (2-tailed)	<.001	.
		N	28	28

## Correlations

		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
	Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages	Correlation Coefficient	-.078
		Sig. (2-tailed)	.691
		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	.322
		Sig. (2-tailed)	.551 **
		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	.582 **
		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	.331
		Sig. (2-tailed)	.609 **
		N	28

## Correlations

		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	
	Spoken languages of staff, at home or at the LIP, other than English Slavic languages	Correlation Coefficient	-.315	-.161
		Sig. (2-tailed)	.103	.412
		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	.517**	.404*
		Sig. (2-tailed)	.005	.033
		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	.525**	.500**
		Sig. (2-tailed)	.004	.007
		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	.555**	.529**
		Sig. (2-tailed)	.002	.004
		N	28	28

## Correlations

		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	
	Spoken languages of staff, at home or at the LIP, other than English Slavic languages	Correlation Coefficient	-.290	-.300
		Sig. (2-tailed)	.142	.128
		N	27	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	.593**	.550**
		Sig. (2-tailed)	.001	.003
		N	27	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	.594**	.564**
		Sig. (2-tailed)	.001	.002
		N	27	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	.669**	.596**
		Sig. (2-tailed)	<.001	.001
		N	27	27

## Correlations

		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	
	Spoken languages of staff, at home or at the LIP, other than English Slavic languages	Correlation Coefficient	-.131	-.314
		Sig. (2-tailed)	.505	.104
		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	.460 *	.468 *
		Sig. (2-tailed)	.014	.012
		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	.508 **	.471 *
		Sig. (2-tailed)	.006	.011
		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	.597 **	.537 **
		Sig. (2-tailed)	<.001	.003
		N	28	28

## Correlations

		Develop approaches to gain access to immigrant communities served	Demonstrate diplomacy and build trust with community partners working in the health sector
	Spoken languages of staff, at home or at the LIP, other than English Slavic languages	Correlation Coefficient	-.258
		Sig. (2-tailed)	.184
		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	.342
		Sig. (2-tailed)	.075
		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	.422*
		Sig. (2-tailed)	.025
		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	.375*
		Sig. (2-tailed)	.049
		N	28
		Correlation Coefficient	-.258
		Sig. (2-tailed)	.185
		N	28

## Correlations

		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	
	Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages	Correlation Coefficient	.120	-.132
		Sig. (2-tailed)	.543	.504
		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	.512**	.379*
		Sig. (2-tailed)	.005	.047
		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	.549**	.386*
		Sig. (2-tailed)	.002	.043
		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	.641**	.582**
		Sig. (2-tailed)	<.001	.001
		N	28	28



## Correlations

		Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Skills for knowledge brokering
	Spoken languages of staff, at home or at the LIP, other than English Slavic languages	Correlation Coefficient	-.394 <sup>*</sup>
		Sig. (2-tailed)	.038
		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)	.388 <sup>*</sup>
		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	.251
		Sig. (2-tailed)	.198
		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	.273
		Sig. (2-tailed)	.159
		N	28

## Correlations

		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	
	Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages	Correlation Coefficient	.122	-.280
		Sig. (2-tailed)	.537	.150
		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	.315	.234
		Sig. (2-tailed)	.102	.231
		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	.557**	.483**
		Sig. (2-tailed)	.002	.009
		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	.517**	.423*
		Sig. (2-tailed)	.005	.025
		N	28	28

## Correlations

		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	
	Spoken languages of staff, at home or at the LIP, other than English Slavic languages	Correlation Coefficient	-.317	.000
		Sig. (2-tailed)	.100	1.000
		N	28	26
	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	.451*	.336
		Sig. (2-tailed)	.016	.093
		N	28	26
	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	.441*	.357
		Sig. (2-tailed)	.019	.074
		N	28	26
	Articulate barriers to healthcare in low-resource settings locally and describe factors that contribute to this, and strategies to address this problem	Correlation Coefficient	.337	.331
		Sig. (2-tailed)	.080	.098
		N	28	26

## Correlations

			Plan, implement, and evaluate an access to healthcare program
	Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages	Correlation Coefficient	.076
		Sig. (2-tailed)	.718
		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	.438 <sup>*</sup>
		Sig. (2-tailed)	.029
		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	.493 <sup>*</sup>
		Sig. (2-tailed)	.012
		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	.547 <sup>**</sup>
		Sig. (2-tailed)	.005
		N	25

## Correlations

			Spoken languages of staff, at home or at the LIP, other than English French	Spoken languages of staff, at home or at the LIP, other than English Yoruba
	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 Polish	Spoken languages of staff, at home or at the LIP, other than English Serbian
	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 Bangla bengali	Spoken languages of staff, at home or at the LIP, other than English Punjabi
	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 Tibetan	Spoken languages of staff, at home or at the LIP, other than English Hungarian
	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 Tigrinya	Spoken languages of staff, at home or at the LIP, other than English Creole
	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 Icelandic	Spoken languages of staff, at home or at the LIP, other than English Arabic
	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 Tagalog	Spoken languages of staff, at home or at the LIP, other than English Croatian
	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 Portuguese	Spoken languages of staff, at home or at the LIP, other than English Dari
	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 Spanish	Spoken languages of staff, at home or at the LIP, other than English Hindi
	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 Gujarati	Spoken languages of staff, at home or at the LIP, other than English Mandarin
	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 Amharic	Spoken languages of staff, at home or at the LIP, other than English Italian
	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 Tamil	Spoken languages of staff, at home or at the LIP, other than English Twi
	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 Wolof	Spoken languages of staff, at home or at the LIP, other than English Igbo
	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 Armenian	Spoken languages of staff, at home or at the LIP, other than English Ukrainian
	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 Slavicianguages	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)
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	-.078	.322
		Sig. (2-tailed)	.691	.094
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	-.174	.551**
		Sig. (2-tailed)	.375	.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	-.315	.517**
		Sig. (2-tailed)	.103	.005
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	-.161	.404*
		Sig. (2-tailed)	.412	.033
		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	.593**
		Sig. (2-tailed)	.142	.001
		N	27	27

## Correlations

		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	
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.582**	.331
		Sig. (2-tailed)	.001	.085
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.576**	.609**
		Sig. (2-tailed)	.001	<.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	.525**	.555**
		Sig. (2-tailed)	.004	.002
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.500**	.529**
		Sig. (2-tailed)	.007	.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	.594**	.669**
		Sig. (2-tailed)	.001	<.001
		N	27	27

## Correlations

			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
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	1.000	.495**
		Sig. (2-tailed)	.	.007
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.495**	1.000
		Sig. (2-tailed)	.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	.370	.693**
		Sig. (2-tailed)	.052	<.001
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.317	.524**
		Sig. (2-tailed)	.100	.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	.406*	.511**
		Sig. (2-tailed)	.035	.006
		N	27	27

## Correlations

			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
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.370	.317
		Sig. (2-tailed)	.052	.100
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.693 **	.524 **
		Sig. (2-tailed)	<.001	.004
		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	1.000	.709 **
		Sig. (2-tailed)	.	<.001
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.709 **	1.000
		Sig. (2-tailed)	<.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	.774 **	.731 **
		Sig. (2-tailed)	<.001	<.001
		N	27	27

## Correlations

			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
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.406 <sup>*</sup>	.439 <sup>*</sup>
		Sig. (2-tailed)	.035	.022
		N	27	27
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.511 <sup>**</sup>	.441 <sup>*</sup>
		Sig. (2-tailed)	.006	.021
		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	.774 <sup>**</sup>	.663 <sup>**</sup>
		Sig. (2-tailed)	<.001	<.001
		N	27	27
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.731 <sup>**</sup>	.625 <sup>**</sup>
		Sig. (2-tailed)	<.001	<.001
		N	27	27
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	1.000	.931 <sup>**</sup>
		Sig. (2-tailed)	.	<.001
		N	27	27

## Correlations

			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
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.406 <sup>*</sup>	.222
		Sig. (2-tailed)	.032	.257
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.542 <sup>**</sup>	.441 <sup>*</sup>
		Sig. (2-tailed)	.003	.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	.761 <sup>**</sup>	.698 <sup>**</sup>
		Sig. (2-tailed)	<.001	<.001
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.593 <sup>**</sup>	.690 <sup>**</sup>
		Sig. (2-tailed)	<.001	<.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	.718 <sup>**</sup>	.725 <sup>**</sup>
		Sig. (2-tailed)	<.001	<.001
		N	27	27



## Correlations

			Develop approaches to gain access to immigrant communities served	Demonstrate diplomacy and build trust with community partners working in the health sector
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.519**	.426*
		Sig. (2-tailed)	.005	.024
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.316	.492**
		Sig. (2-tailed)	.101	.008
		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	.446*	.721**
		Sig. (2-tailed)	.017	<.001
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.430*	.620**
		Sig. (2-tailed)	.023	<.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	.746**	.676**
		Sig. (2-tailed)	<.001	<.001
		N	27	27

## Correlations

			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
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.378 <sup>*</sup>	.241
		Sig. (2-tailed)	.047	.217
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.444 <sup>*</sup>	.553 <sup>**</sup>
		Sig. (2-tailed)	.018	.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	.612 <sup>**</sup>	.804 <sup>**</sup>
		Sig. (2-tailed)	<.001	<.001
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.526 <sup>**</sup>	.436 <sup>*</sup>
		Sig. (2-tailed)	.004	.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	.649 <sup>**</sup>	.665 <sup>**</sup>
		Sig. (2-tailed)	<.001	<.001
		N	27	27

## Correlations

			Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Skills for knowledge brokering
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.433*	.430*
		Sig. (2-tailed)	.021	.022
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.439*	.398*
		Sig. (2-tailed)	.019	.036
		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	.476*	.425*
		Sig. (2-tailed)	.011	.024
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.436*	.508**
		Sig. (2-tailed)	.020	.006
		N	28	28
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.503**	.386*
		Sig. (2-tailed)	.007	.047
		N	27	27

## Correlations

			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	Apply leadership practices that support collaboration and team effectiveness
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.516**	.546**
		Sig. (2-tailed)	.005	.003
		N	28	28
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.557**	.554**
		Sig. (2-tailed)	.002	.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	.620**	.725**
		Sig. (2-tailed)	<.001	<.001
		N	28	28
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.438*	.518**
		Sig. (2-tailed)	.020	.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	.442*	.486*
		Sig. (2-tailed)	.021	.010
		N	27	27

## Correlations

			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
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.490 <sup>**</sup>	.389 <sup>*</sup>
		Sig. (2-tailed)	.008	.049
		N	28	26
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.595 <sup>**</sup>	.126
		Sig. (2-tailed)	<.001	.539
		N	28	26
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.759 <sup>**</sup>	.202
		Sig. (2-tailed)	<.001	.323
		N	28	26
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.553 <sup>**</sup>	.178
		Sig. (2-tailed)	.002	.385
		N	28	26
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.652 <sup>**</sup>	.532 <sup>**</sup>
		Sig. (2-tailed)	<.001	.006
		N	27	25

## Correlations

			Plan, implement, and evaluate an access to healthcare program
	Describe how cultural context influences perceptions of health and disease	Correlation Coefficient	.419 <sup>*</sup>
		Sig. (2-tailed)	.037
		N	25
	Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	Correlation Coefficient	.501 <sup>*</sup>
		Sig. (2-tailed)	.011
		N	25
	Knowledge of the roles and relationships of the major entities influencing your communities' health and development (e.g., Ministries, departments, corporations)	Correlation Coefficient	.463 <sup>*</sup>
		Sig. (2-tailed)	.020
		N	25
	Skills in policy analysis and policy development for immigrant access to healthcare services	Correlation Coefficient	.348
		Sig. (2-tailed)	.089
		N	25
	Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.614 <sup>**</sup>
		Sig. (2-tailed)	.001
		N	24

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English French	Spoken languages of staff, at home or at the LIP, other than English Yoruba	
	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 Polish	Spoken languages of staff, at home or at the LIP, other than English Serbian	
	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 Bangla bengali	Spoken languages of staff, at home or at the LIP, other than English Punjabi	
	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/ot her 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 Tibetan	Spoken languages of staff, at home or at the LIP, other than English Hungarian
	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 Tigrinya	Spoken languages of staff, at home or at the LIP, other than English Creole
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.065
		Sig. (2-tailed)	.746
		N	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	-.131
		Sig. (2-tailed)	.505
		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
		Correlation Coefficient	-.056
		Sig. (2-tailed)	.778
		N	28

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English Icelandic	Spoken languages of staff, at home or at the LIP, other than English Arabic	
	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/ot her 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 Tagalog	Spoken languages of staff, at home or at the LIP, other than English Croatian
	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 Portuguese	Spoken languages of staff, at home or at the LIP, other than English Dari
	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 Spanish	Spoken languages of staff, at home or at the LIP, other than English Hindi	
	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/ot her 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 Gujarati	Spoken languages of staff, at home or at the LIP, other than English Mandarin
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.236
		Sig. (2-tailed)	.237
		N	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.284
		Sig. (2-tailed)	.143
		N	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.216
		Sig. (2-tailed)	.269
		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	-.083
		Sig. (2-tailed)	.676
		N	28



## Correlations

			Spoken languages of staff, at home or at the LIP, other than English Amharic	Spoken languages of staff, at home or at the LIP, other than English Italian
	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 Tamil	Spoken languages of staff, at home or at the LIP, other than English Twi
	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 Wolof	Spoken languages of staff, at home or at the LIP, other than English Igbo
	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 Armenian	Spoken languages of staff, at home or at the LIP, other than English Ukrainian
	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 Slavic languages	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	Correlation Coefficient	-.300 .550**
		Sig. (2-tailed)	.128 .003
		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 .460*
		Sig. (2-tailed)	.505 .014
		N	28 28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	-.314 .468*
		Sig. (2-tailed)	.104 .012
		N	28 28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	-.258 .342
		Sig. (2-tailed)	.184 .075
		N	28 28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	-.258 .446*
		Sig. (2-tailed)	.185 .017
		N	28 28

## Correlations

			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
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.564**	.596**
		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	.508**	.597**
		Sig. (2-tailed)	.006	<.001
		N	28	28
	Skills to create opportunities to access organizational/community/ot her decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.471*	.537**
		Sig. (2-tailed)	.011	.003
		N	28	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.422*	.375*
		Sig. (2-tailed)	.025	.049
		N	28	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.416*	.517**
		Sig. (2-tailed)	.028	.005
		N	28	28

## Correlations

		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
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.439*	.441*
	Sig. (2-tailed)	.022	.021
	N	27	27
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.406*	.542**
	Sig. (2-tailed)	.032	.003
	N	28	28
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.222	.441*
	Sig. (2-tailed)	.257	.019
	N	28	28
Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.519**	.316
	Sig. (2-tailed)	.005	.101
	N	28	28
Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.426*	.492**
	Sig. (2-tailed)	.024	.008
	N	28	28

## Correlations

		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
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.663**	.625**
	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	.761**	.593**
	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	.698**	.690**
	Sig. (2-tailed)	<.001	<.001
	N	28	28
Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.446*	.430*
	Sig. (2-tailed)	.017	.023
	N	28	28
Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.721**	.620**
	Sig. (2-tailed)	<.001	<.001
	N	28	28



## Correlations

		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
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.931**	1.000
	Sig. (2-tailed)	<.001	.
	N	27	27
	Correlation Coefficient	.718**	.775**
	Sig. (2-tailed)	<.001	<.001
	N	27	27
	Correlation Coefficient	.725**	.673**
	Sig. (2-tailed)	<.001	<.001
	N	27	27
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.746**	.753**
	Sig. (2-tailed)	<.001	<.001
	N	27	27
Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.676**	.567**
	Sig. (2-tailed)	<.001	.002
	N	27	27
Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient		
	Sig. (2-tailed)		
	N		

## Correlations

		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
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.775**
		Sig. (2-tailed)	<.001
		N	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	1.000
		Sig. (2-tailed)	.
		N	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.671**
		Sig. (2-tailed)	<.001
		N	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.671**
		Sig. (2-tailed)	<.001
		N	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	1.000
		Sig. (2-tailed)	.
		N	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.515**
		Sig. (2-tailed)	.005
		N	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.454*
		Sig. (2-tailed)	.015
		N	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.611**
		Sig. (2-tailed)	<.001
		N	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.682**
		Sig. (2-tailed)	<.001
		N	28

## Correlations

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

## Correlations

		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
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.597**
		Sig. (2-tailed)	.001
		N	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.678**
		Sig. (2-tailed)	<.001
		N	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.665**
		Sig. (2-tailed)	<.001
		N	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.616**
		Sig. (2-tailed)	<.001
		N	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.837**
		Sig. (2-tailed)	<.001
		N	28
		Correlation Coefficient	.607**
		Sig. (2-tailed)	<.001
		N	28
		Correlation Coefficient	.411*
		Sig. (2-tailed)	.030
		N	28

## Correlations

		Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Skills for knowledge brokering
Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.400 <sup>*</sup>	.292
	Sig. (2-tailed)	.039	.140
	N	27	27
Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.356	.465 <sup>*</sup>
	Sig. (2-tailed)	.063	.013
	N	28	28
Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.414 <sup>*</sup>	.364
	Sig. (2-tailed)	.029	.057
	N	28	28
Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.696 <sup>**</sup>	.378 <sup>*</sup>
	Sig. (2-tailed)	<.001	.047
	N	28	28
Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.764 <sup>**</sup>	.566 <sup>**</sup>
	Sig. (2-tailed)	<.001	.002
	N	28	28

## Correlations

		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	Apply leadership practices that support collaboration and team effectiveness	
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.411*	.377
		Sig. (2-tailed)	.033	.053
		N	27	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.675**	.574**
		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	.336	.575**
		Sig. (2-tailed)	.080	.001
		N	28	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.318	.308
		Sig. (2-tailed)	.099	.111
		N	28	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.519**	.604**
		Sig. (2-tailed)	.005	<.001
		N	28	28

## Correlations

		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
	Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.571**
		Sig. (2-tailed)	.002
		N	27
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.568**
		Sig. (2-tailed)	.002
		N	28
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.622**
		Sig. (2-tailed)	<.001
		N	28
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.533**
		Sig. (2-tailed)	.004
		N	28
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.645**
		Sig. (2-tailed)	<.001
		N	28
		Correlation Coefficient	.591**
		Sig. (2-tailed)	.001
		N	26

## Correlations

			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	.488 <sup>*</sup>
		Sig. (2-tailed)	.016
		N	24
	Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	Correlation Coefficient	.395
		Sig. (2-tailed)	.050
		N	25
	Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	Correlation Coefficient	.269
		Sig. (2-tailed)	.194
		N	25
	Develop approaches to gain access to immigrant communities served	Correlation Coefficient	.500 <sup>*</sup>
		Sig. (2-tailed)	.011
		N	25
	Demonstrate diplomacy and build trust with community partners working in the health sector	Correlation Coefficient	.423 <sup>*</sup>
		Sig. (2-tailed)	.035
		N	25



## Correlations

			Spoken languages of staff, at home or at the LIP, other than English French	Spoken languages of staff, at home or at the LIP, other than English Yoruba
	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 Polish	Spoken languages of staff, at home or at the LIP, other than English Serbian
	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
			Bangla bengali	Punjabi
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.173	.173
		Sig. (2-tailed)	.379	.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	.028	.028
		Sig. (2-tailed)	.886	.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	.189	.189
		Sig. (2-tailed)	.334	.334
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.292	.292
		Sig. (2-tailed)	.131	.131
		N	28	28

## Correlations

			Spoken languages of staff, at home or at the LIP, other than English Tibetan	Spoken languages of staff, at home or at the LIP, other than English Hungarian
	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 Tigrinya	Spoken languages of staff, at home or at the LIP, other than English Creole
	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 Icelandic	Spoken languages of staff, at home or at the LIP, other than English Arabic
	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 Tagalog	Spoken languages of staff, at home or at the LIP, other than English Croatian
	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 Portuguese	Spoken languages of staff, at home or at the LIP, other than English Dari
	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 Spanish	Spoken languages of staff, at home or at the LIP, other than English Hindi
	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 Gujarati	Spoken languages of staff, at home or at the LIP, other than English Mandarin
	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 <sup>*</sup>	.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 Amharic	Spoken languages of staff, at home or at the LIP, other than English Italian
	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 Tamil	Spoken languages of staff, at home or at the LIP, other than English Twi
	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 Wolof	Spoken languages of staff, at home or at the LIP, other than English Igbo	
	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 Armenian	Spoken languages of staff, at home or at the LIP, other than English Ukrainian
	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 Slaviclanguages	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)
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.120	.512**
		Sig. (2-tailed)	.543	.005
		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	.379*
		Sig. (2-tailed)	.504	.047
		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*	.230
		Sig. (2-tailed)	.038	.238
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	-.162	.388*
		Sig. (2-tailed)	.409	.041
		N	28	28

## Correlations

			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
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.549**	.641**
		Sig. (2-tailed)	.002	<.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	.386*	.582**
		Sig. (2-tailed)	.043	.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	.251	.273
		Sig. (2-tailed)	.198	.159
		N	28	28
Skills for knowledge brokering	Correlation Coefficient	.303	.572**	
	Sig. (2-tailed)	.117	.001	
	N	28	28	



## Correlations

			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
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.378 <sup>*</sup>	.444 <sup>*</sup>
		Sig. (2-tailed)	.047	.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	.241	.553 <sup>**</sup>
		Sig. (2-tailed)	.217	.002
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.433 <sup>*</sup>	.439 <sup>*</sup>
		Sig. (2-tailed)	.021	.019
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.430 <sup>*</sup>	.398 <sup>*</sup>
		Sig. (2-tailed)	.022	.036
		N	28	28

## Correlations

		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
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.612 <sup>**</sup>
		Sig. (2-tailed)	<.001
		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	.804 <sup>**</sup>
		Sig. (2-tailed)	<.001
		N	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.476 <sup>*</sup>
		Sig. (2-tailed)	.011
		N	28
	Skills for knowledge brokering	Correlation Coefficient	.425 <sup>*</sup>
		Sig. (2-tailed)	.024
		N	28

## Correlations

			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
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.649**	.597**
		Sig. (2-tailed)	<.001	.001
		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	.665**	.537**
		Sig. (2-tailed)	<.001	.004
		N	27	27
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.503**	.400*
		Sig. (2-tailed)	.007	.039
		N	27	27
	Skills for knowledge brokering	Correlation Coefficient	.386*	.292
		Sig. (2-tailed)	.047	.140
		N	27	27

## Correlations

			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
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.678**	.665**
		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	.697**	.607**
		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	.356	.414*
		Sig. (2-tailed)	.063	.029
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.465*	.364
		Sig. (2-tailed)	.013	.057
		N	28	28

## Correlations

			Develop approaches to gain access to immigrant communities served	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	Correlation Coefficient	.616**	.837**
		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	.411*	.658**
		Sig. (2-tailed)	.030	<.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	.696**	.764**
		Sig. (2-tailed)	<.001	<.001
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.378*	.566**
		Sig. (2-tailed)	.047	.002
		N	28	28

## Correlations

			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
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	1.000	.744**
		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	.744**	1.000
		Sig. (2-tailed)	<.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	.533**	.432*
		Sig. (2-tailed)	.004	.022
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.493**	.356
		Sig. (2-tailed)	.008	.063
		N	28	28

## Correlations

			Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Skills for knowledge brokering
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.533**	.493**
		Sig. (2-tailed)	.004	.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	.432*	.356
		Sig. (2-tailed)	.022	.063
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	1.000	.514**
		Sig. (2-tailed)	.	.005
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.514**	1.000
		Sig. (2-tailed)	.005	.
		N	28	28

## Correlations

			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	Apply leadership practices that support collaboration and team effectiveness
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.641**	.429*
		Sig. (2-tailed)	<.001	.023
		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	.644**	.555**
		Sig. (2-tailed)	<.001	.002
		N	28	28
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.378*	.522**
		Sig. (2-tailed)	.047	.004
		N	28	28
	Skills for knowledge brokering	Correlation Coefficient	.467*	.516**
		Sig. (2-tailed)	.012	.005
		N	28	28



## Correlations

			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
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.534**	.294
		Sig. (2-tailed)	.003	.145
		N	28	26
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.590**	.120
		Sig. (2-tailed)	<.001	.560
		N	28	26
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.553**	.266
		Sig. (2-tailed)	.002	.190
		N	28	26
	Skills for knowledge brokering	Correlation Coefficient	.430*	.323
		Sig. (2-tailed)	.022	.108
		N	28	26

## Correlations

			Plan, implement, and evaluate an access to healthcare program
	Skills to build coalitions to work collectively on access to healthcare issues	Correlation Coefficient	.531**
		Sig. (2-tailed)	.006
		N	25
	Cocreate strategies with the community to strengthen community capabilities, and contribute to reduction in health differences and improvement of community health	Correlation Coefficient	.530**
		Sig. (2-tailed)	.006
		N	25
	Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	Correlation Coefficient	.337
		Sig. (2-tailed)	.099
		N	25
	Skills for knowledge brokering	Correlation Coefficient	.425*
		Sig. (2-tailed)	.034
		N	25

## Correlations

		Spoken languages of staff, at home or at the LIP, other than English French	Spoken languages of staff, at home or at the LIP, other than English Yoruba
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 Polish	Spoken languages of staff, at home or at the LIP, other than English Serbian
	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 Bangla bengali	Spoken languages of staff, at home or at the LIP, other than English Punjabi
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 Tibetan	Spoken languages of staff, at home or at the LIP, other than English Hungarian
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 Tigrinya	Spoken languages of staff, at home or at the LIP, other than English Creole
	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 Icelandic	Spoken languages of staff, at home or at the LIP, other than English Arabic
	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 Tagalog	Spoken languages of staff, at home or at the LIP, other than English Croatian
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 Portuguese	Spoken languages of staff, at home or at the LIP, other than English Dari
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 Spanish	Spoken languages of staff, at home or at the LIP, other than English Hindi
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 Gujarati	Spoken languages of staff, at home or at the LIP, other than English Mandarin
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 Amharic	Spoken languages of staff, at home or at the LIP, other than English Italian
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 Tamil	Spoken languages of staff, at home or at the LIP, other than English Twi
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 Wolof	Spoken languages of staff, at home or at the LIP, other than English Igbo
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 Armenian	Spoken languages of staff, at home or at the LIP, other than English Ukrainian
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 Slaviclanguages	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)
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	.315
	Sig. (2-tailed)	.537	.102
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	-.280	.234
	Sig. (2-tailed)	.150	.231
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	-.317	.451*
	Sig. (2-tailed)	.100	.016
	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	.336
	Sig. (2-tailed)	1.000	.093
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.076	.438*
	Sig. (2-tailed)	.718	.029
	N	25	25

## Correlations

		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
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**	.517**
	Sig. (2-tailed)	.002	.005
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.483**	.423*
	Sig. (2-tailed)	.009	.025
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.441*	.337
	Sig. (2-tailed)	.019	.080
	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	.357	.331
	Sig. (2-tailed)	.074	.098
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.493*	.547**
	Sig. (2-tailed)	.012	.005
	N	25	25

## Correlations

		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
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	.516**	.557**
	Sig. (2-tailed)	.005	.002
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.546**	.554**
	Sig. (2-tailed)	.003	.002
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.490**	.595**
	Sig. (2-tailed)	.008	<.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	.389*	.126
	Sig. (2-tailed)	.049	.539
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.419*	.501*
	Sig. (2-tailed)	.037	.011
	N	25	25

## Correlations

		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
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	.620 <sup>**</sup>	.438 <sup>*</sup>
	Sig. (2-tailed)	<.001	.020
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.725 <sup>**</sup>	.518 <sup>**</sup>
	Sig. (2-tailed)	<.001	.005
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.759 <sup>**</sup>	.553 <sup>**</sup>
	Sig. (2-tailed)	<.001	.002
	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	.202	.178
	Sig. (2-tailed)	.323	.385
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.463 <sup>*</sup>	.348
	Sig. (2-tailed)	.020	.089
	N	25	25

## Correlations

		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
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	.442 <sup>*</sup>	.411 <sup>*</sup>
	Sig. (2-tailed)	.021	.033
	N	27	27
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.486 <sup>*</sup>	.377
	Sig. (2-tailed)	.010	.053
	N	27	27
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.652 <sup>**</sup>	.571 <sup>**</sup>
	Sig. (2-tailed)	<.001	.002
	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	.532 <sup>**</sup>	.581 <sup>**</sup>
	Sig. (2-tailed)	.006	.002
	N	25	25
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.614 <sup>**</sup>	.488 <sup>*</sup>
	Sig. (2-tailed)	.001	.016
	N	24	24

## Correlations

		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
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	.675**	.336
	Sig. (2-tailed)	<.001	.080
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.574**	.575**
	Sig. (2-tailed)	.001	.001
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.568**	.622**
	Sig. (2-tailed)	.002	<.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	.323	.077
	Sig. (2-tailed)	.108	.710
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.395	.269
	Sig. (2-tailed)	.050	.194
	N	25	25

## Correlations

		Develop approaches to gain access to immigrant communities served	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	Correlation Coefficient	.318	.519**
	Sig. (2-tailed)	.099	.005
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.308	.604**
	Sig. (2-tailed)	.111	<.001
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.533**	.645**
	Sig. (2-tailed)	.004	<.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	.591**	.279
	Sig. (2-tailed)	.001	.168
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.500*	.423*
	Sig. (2-tailed)	.011	.035
	N	25	25

## Correlations

		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
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	.641**	.644**
	Sig. (2-tailed)	<.001	<.001
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.429*	.555**
	Sig. (2-tailed)	.023	.002
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.534**	.590**
	Sig. (2-tailed)	.003	<.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	.294	.120
	Sig. (2-tailed)	.145	.560
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.531**	.530**
	Sig. (2-tailed)	.006	.006
	N	25	25



## Correlations

		Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	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	Correlation Coefficient	.378 <sup>*</sup>	.467 <sup>*</sup>
	Sig. (2-tailed)	.047	.012
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.522 <sup>**</sup>	.516 <sup>**</sup>
	Sig. (2-tailed)	.004	.005
	N	28	28
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.553 <sup>**</sup>	.430 <sup>*</sup>
	Sig. (2-tailed)	.002	.022
	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	.266	.323
	Sig. (2-tailed)	.190	.108
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.337	.425 <sup>*</sup>
	Sig. (2-tailed)	.099	.034
	N	25	25

## Correlations

		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	Apply leadership practices that support collaboration and team effectiveness
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	1.000	.580**
	Sig. (2-tailed)	.	.001
	N	28	28
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.580**	1.000
	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	.397*	.636**
	Sig. (2-tailed)	.037	<.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	.287	.155
	Sig. (2-tailed)	.155	.450
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.518**	.305
	Sig. (2-tailed)	.008	.139
	N	25	25

## Correlations

		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
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	.397*	.287
	Sig. (2-tailed)	.037	.155
	N	28	26
Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.636**	.155
	Sig. (2-tailed)	<.001	.450
	N	28	26
Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	1.000	.208
	Sig. (2-tailed)	.	.307
	N	28	26
Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	Correlation Coefficient	.208	1.000
	Sig. (2-tailed)	.307	.
	N	26	26
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	.448*	.549**
	Sig. (2-tailed)	.025	.004
	N	25	25

## Correlations

			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	.518**
		Sig. (2-tailed)	.008
		N	25
	Apply leadership practices that support collaboration and team effectiveness	Correlation Coefficient	.305
		Sig. (2-tailed)	.139
		N	25
	Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	Correlation Coefficient	.448*
		Sig. (2-tailed)	.025
		N	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	.549**	
	Sig. (2-tailed)	.004	
	N	25	
Plan, implement, and evaluate an access to healthcare program	Correlation Coefficient	1.000	
	Sig. (2-tailed)	.	
	N	25	

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

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

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English French - Spoken languages of staff, at home or at the LIP, other than English Yoruba	.280	.150	-.116	.599
Spoken languages of staff, at home or at the LIP, other than English French - Spoken languages of staff, at home or at the LIP, other than English Polish	-.132	.502	-.491	.264
Spoken languages of staff, at home or at the LIP, other than English French - Spoken languages of staff, at home or at the LIP, other than English Serbian	-.191	.331	-.535	.207
Spoken languages of staff, at home or at the LIP, other than English French - Spoken languages of staff, at home or at the LIP, other than English Bangla bengali	.106	.591	-.289	.470
Spoken languages of staff, at home or at the LIP, other than English French - Spoken languages of staff, at home or at the LIP, other than English Punjabi	-.191	.331	-.535	.207
Spoken languages of staff, at home or at the LIP, other than English French - Spoken languages of staff, at home or at the LIP, other than English Tibetan	-.132	.502	-.491	.264

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English French - Spoken languages of staff, at home or at the LIP, other than English Hungarian	-.132	.502	-.491	.264
Spoken languages of staff, at home or at the LIP, other than English French - Spoken languages of staff, at home or at the LIP, other than English Tigrinya	-.132	.502	-.491	.264
Spoken languages of staff, at home or at the LIP, other than English French - Spoken languages of staff, at home or at the LIP, other than English Creole	-.191	.331	-.535	.207
Spoken languages of staff, at home or at the LIP, other than English French - Spoken languages of staff, at home or at the LIP, other than English Icelandic	-.132	.502	-.491	.264
Spoken languages of staff, at home or at the LIP, other than English French - Spoken languages of staff, at home or at the LIP, other than English Arabic	.013	.946	-.372	.394
Spoken languages of staff, at home or at the LIP, other than English French - Spoken languages of staff, at home or at the LIP, other than English Tagalog	-.132	.502	-.491	.264

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English French - Spoken languages of staff, at home or at the LIP, other than English Croatian	-.132	.502	-.491	.264
Spoken languages of staff, at home or at the LIP, other than English French - Spoken languages of staff, at home or at the LIP, other than English Portuguese	-.191	.331	-.535	.207
Spoken languages of staff, at home or at the LIP, other than English French - Spoken languages of staff, at home or at the LIP, other than English Dari	-.132	.502	-.491	.264
Spoken languages of staff, at home or at the LIP, other than English French - Spoken languages of staff, at home or at the LIP, other than English Spanish	.013	.946	-.372	.394
Spoken languages of staff, at home or at the LIP, other than English French - Spoken languages of staff, at home or at the LIP, other than English Hindi	-.121	.539	-.482	.275
Spoken languages of staff, at home or at the LIP, other than English French - Spoken languages of staff, at home or at the LIP, other than English Gujarati	-.191	.331	-.535	.207

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English French - Spoken languages of staff, at home or at the LIP, other than English Mandarin	-.238	.222	-.569	.159
Spoken languages of staff, at home or at the LIP, other than English French - Spoken languages of staff, at home or at the LIP, other than English Amharic	.280	.150	-.116	.599
Spoken languages of staff, at home or at the LIP, other than English French - Spoken languages of staff, at home or at the LIP, other than English Italian	.280	.150	-.116	.599
Spoken languages of staff, at home or at the LIP, other than English French - Spoken languages of staff, at home or at the LIP, other than English Tamil	.280	.150	-.116	.599
Spoken languages of staff, at home or at the LIP, other than English French - Spoken languages of staff, at home or at the LIP, other than English Twi	.280	.150	-.116	.599
Spoken languages of staff, at home or at the LIP, other than English French - Spoken languages of staff, at home or at the LIP, other than English Wolof	.280	.150	-.116	.599



### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English French - Spoken languages of staff, at home or at the LIP, other than English Igbo	-.132	.502	-.491	.264
Spoken languages of staff, at home or at the LIP, other than English French - Spoken languages of staff, at home or at the LIP, other than English Armenian	.280	.150	-.116	.599
Spoken languages of staff, at home or at the LIP, other than English French - Spoken languages of staff, at home or at the LIP, other than English Ukrainian	-.132	.502	-.491	.264
Spoken languages of staff, at home or at the LIP, other than English French - Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages	-.132	.502	-.491	.264

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English French - 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 French - 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 French - 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

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English French - Describe how cultural context influences perceptions of health and disease	.005	.979	-.379	.387
Spoken languages of staff, at home or at the LIP, other than English French - 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 French - 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 French - Skills in policy analysis and policy development for immigrant access to healthcare services	-.321	.096	-.627	.071

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sub>a</sub>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English French - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.033	.871	-.362	.418
Spoken languages of staff, at home or at the LIP, other than English French - 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 French - 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 French - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	-.266	.172	-.589	.131

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English French - 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 French - Demonstrate diplomacy and build trust with community partners working in the health sector	.034	.863	-.353	.412
Spoken languages of staff, at home or at the LIP, other than English French - 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 French - 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 French - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.157	.426	-.241	.509

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English French - Skills for knowledge brokering	-.226	.248	-.560	.172
Spoken languages of staff, at home or at the LIP, other than English French - 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
Spoken languages of staff, at home or at the LIP, other than English French - 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 French - 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 French - 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

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English French - 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 Yoruba - Spoken languages of staff, at home or at the LIP, other than English Polish	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Yoruba - Spoken languages of staff, at home or at the LIP, other than English Serbian	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Yoruba - Spoken languages of staff, at home or at the LIP, other than English Bangla bengali	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Yoruba - Spoken languages of staff, at home or at the LIP, other than English Punjabi	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Yoruba - Spoken languages of staff, at home or at the LIP, other than English Tibetan	-.037	.852	-.414	.351

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Yoruba - Spoken languages of staff, at home or at the LIP, other than English Hungarian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Yoruba - Spoken languages of staff, at home or at the LIP, other than English Tigrinya	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Yoruba - Spoken languages of staff, at home or at the LIP, other than English Creole	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Yoruba - Spoken languages of staff, at home or at the LIP, other than English Icelandic	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Yoruba - Spoken languages of staff, at home or at the LIP, other than English Arabic	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English Yoruba - Spoken languages of staff, at home or at the LIP, other than English Tagalog	-.037	.852	-.414	.351



### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Yoruba - Spoken languages of staff, at home or at the LIP, other than English Croatian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Yoruba - Spoken languages of staff, at home or at the LIP, other than English Portuguese	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Yoruba - Spoken languages of staff, at home or at the LIP, other than English Dari	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Yoruba - Spoken languages of staff, at home or at the LIP, other than English Spanish	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English Yoruba - Spoken languages of staff, at home or at the LIP, other than English Hindi	-.090	.650	-.457	.304
Spoken languages of staff, at home or at the LIP, other than English Yoruba - Spoken languages of staff, at home or at the LIP, other than English Gujarati	-.053	.787	-.428	.337

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Yoruba - Spoken languages of staff, at home or at the LIP, other than English Mandarin	-.067	.736	-.438	.325
Spoken languages of staff, at home or at the LIP, other than English Yoruba - Spoken languages of staff, at home or at the LIP, other than English Amharic	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Yoruba - Spoken languages of staff, at home or at the LIP, other than English Italian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Yoruba - Spoken languages of staff, at home or at the LIP, other than English Tamil	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Yoruba - Spoken languages of staff, at home or at the LIP, other than English Twi	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Yoruba - Spoken languages of staff, at home or at the LIP, other than English Wolof	-.037	.852	-.414	.351

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Yoruba - Spoken languages of staff, at home or at the LIP, other than English Igbo	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Yoruba - Spoken languages of staff, at home or at the LIP, other than English Armenian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Yoruba - Spoken languages of staff, at home or at the LIP, other than English Ukrainian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Yoruba - Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages	-.037	.852	-.414	.351

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Yoruba - 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 Yoruba - 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 Yoruba - 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

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Yoruba - 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 Yoruba - 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 Yoruba - 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 Yoruba - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Yoruba - 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 Yoruba - 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 Yoruba - 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 Yoruba - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Yoruba - 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 Yoruba - 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 Yoruba - 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 Yoruba - 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 Yoruba - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Yoruba - Skills for knowledge brokering	-.162	.409	-.513	.235
Spoken languages of staff, at home or at the LIP, other than English Yoruba - 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 Yoruba - 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 Yoruba - 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 Yoruba - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Yoruba - 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 Polish - Spoken languages of staff, at home or at the LIP, other than English Serbian	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English Polish - Spoken languages of staff, at home or at the LIP, other than English Bangla bengali	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English Polish - Spoken languages of staff, at home or at the LIP, other than English Punjabi	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English Polish - Spoken languages of staff, at home or at the LIP, other than English Tibetan	1.000 <sup>c</sup>	.000	.	.
Spoken languages of staff, at home or at the LIP, other than English Polish - Spoken languages of staff, at home or at the LIP, other than English Hungarian	-.037	.852	-.414	.351

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper <sup>b</sup>
Spoken languages of staff, at home or at the LIP, other than English Polish - Spoken languages of staff, at home or at the LIP, other than English Tigrinya	1.000 <sup>c</sup>	.000	.	.
Spoken languages of staff, at home or at the LIP, other than English Polish - Spoken languages of staff, at home or at the LIP, other than English Creole	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English Polish - Spoken languages of staff, at home or at the LIP, other than English Icelandic	1.000 <sup>c</sup>	.000	.	.
Spoken languages of staff, at home or at the LIP, other than English Polish - Spoken languages of staff, at home or at the LIP, other than English Arabic	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English Polish - Spoken languages of staff, at home or at the LIP, other than English Tagalog	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Polish - Spoken languages of staff, at home or at the LIP, other than English Croatian	-.037	.852	-.414	.351

### Confidence Intervals of Spearman's rho

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

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Polish - Spoken languages of staff, at home or at the LIP, other than English Amharic	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Polish - Spoken languages of staff, at home or at the LIP, other than English Italian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Polish - Spoken languages of staff, at home or at the LIP, other than English Tamil	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Polish - Spoken languages of staff, at home or at the LIP, other than English Twi	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Polish - Spoken languages of staff, at home or at the LIP, other than English Wolof	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Polish - Spoken languages of staff, at home or at the LIP, other than English Igbo	-.037	.852	-.414	.351

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Polish - Spoken languages of staff, at home or at the LIP, other than English Armenian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Polish - Spoken languages of staff, at home or at the LIP, other than English Ukrainian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Polish - Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Polish - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Polish - 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 Polish - 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 Polish - 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 Polish - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Polish - 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 Polish - 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 Polish - 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 Polish - 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) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Polish - 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 Polish - 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 Polish - 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 Polish - 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) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Polish - 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 Polish - 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 Polish - 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 Polish - Skills for knowledge brokering	.203	.301	-.195	.544
Spoken languages of staff, at home or at the LIP, other than English Polish - 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) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Polish - 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 Polish - 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 Polish - 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 Polish - Plan, implement, and evaluate an access to healthcare program	. <sup>d</sup>	.	.	.
Spoken languages of staff, at home or at the LIP, other than English Serbian - Spoken languages of staff, at home or at the LIP, other than English Bangla bengali	.462	.013	.095	.718

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Serbian - Spoken languages of staff, at home or at the LIP, other than English Punjabi	.462	.013	.095	.718
Spoken languages of staff, at home or at the LIP, other than English Serbian - Spoken languages of staff, at home or at the LIP, other than English Tibetan	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English Serbian - Spoken languages of staff, at home or at the LIP, other than English Hungarian	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Serbian - Spoken languages of staff, at home or at the LIP, other than English Tigrinya	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English Serbian - Spoken languages of staff, at home or at the LIP, other than English Creole	.462	.013	.095	.718
Spoken languages of staff, at home or at the LIP, other than English Serbian - Spoken languages of staff, at home or at the LIP, other than English Icelandic	.694	<.001	.423	.851

### Confidence Intervals of Spearman's rho

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

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Serbian - Spoken languages of staff, at home or at the LIP, other than English Hindi	-.129	.512	-.488	.267
Spoken languages of staff, at home or at the LIP, other than English Serbian - Spoken languages of staff, at home or at the LIP, other than English Gujarati	-.077	.697	-.447	.315
Spoken languages of staff, at home or at the LIP, other than English Serbian - Spoken languages of staff, at home or at the LIP, other than English Mandarin	-.096	.627	-.462	.298
Spoken languages of staff, at home or at the LIP, other than English Serbian - Spoken languages of staff, at home or at the LIP, other than English Amharic	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Serbian - Spoken languages of staff, at home or at the LIP, other than English Italian	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Serbian - Spoken languages of staff, at home or at the LIP, other than English Tamil	-.053	.787	-.428	.337

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Serbian - Spoken languages of staff, at home or at the LIP, other than English Twi	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Serbian - Spoken languages of staff, at home or at the LIP, other than English Wolof	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Serbian - Spoken languages of staff, at home or at the LIP, other than English Igbo	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Serbian - Spoken languages of staff, at home or at the LIP, other than English Armenian	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Serbian - Spoken languages of staff, at home or at the LIP, other than English Ukrainian	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Serbian - Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages	-.053	.787	-.428	.337

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Serbian - 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 Serbian - 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 Serbian - 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

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Serbian - Describe how cultural context influences perceptions of health and disease	.339	.077	-.050	.639
Spoken languages of staff, at home or at the LIP, other than English Serbian - 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 Serbian - 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 Serbian - Skills in policy analysis and policy development for immigrant access to healthcare services	.072	.718	-.320	.442



### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Serbian - 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 Serbian - 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 Serbian - 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 Serbian - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.216	.269	-.182	.554

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Serbian - 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 Serbian - Demonstrate diplomacy and build trust with community partners working in the health sector	.207	.291	-.191	.546
Spoken languages of staff, at home or at the LIP, other than English Serbian - 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 Serbian - 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 Serbian - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.189	.334	-.209	.534

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Serbian - Skills for knowledge brokering	.029	.883	-.358	.408
Spoken languages of staff, at home or at the LIP, other than English Serbian - 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
Spoken languages of staff, at home or at the LIP, other than English Serbian - 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 Serbian - 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 Serbian - 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

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Serbian - 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 Bangla bengali - Spoken languages of staff, at home or at the LIP, other than English Punjabi	.462	.013	.095	.718
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - Spoken languages of staff, at home or at the LIP, other than English Tibetan	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - Spoken languages of staff, at home or at the LIP, other than English Hungarian	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - Spoken languages of staff, at home or at the LIP, other than English Tigrinya	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - Spoken languages of staff, at home or at the LIP, other than English Creole	.462	.013	.095	.718

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - Spoken languages of staff, at home or at the LIP, other than English Icelandic	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - Spoken languages of staff, at home or at the LIP, other than English Arabic	-.145	.462	-.500	.252
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - Spoken languages of staff, at home or at the LIP, other than English Tagalog	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - Spoken languages of staff, at home or at the LIP, other than English Croatian	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - Spoken languages of staff, at home or at the LIP, other than English Portuguese	-.077	.697	-.447	.315

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - Spoken languages of staff, at home or at the LIP, other than English Dari	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - Spoken languages of staff, at home or at the LIP, other than English Spanish	-.145	.462	-.500	.252
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - Spoken languages of staff, at home or at the LIP, other than English Hindi	.233	.233	-.165	.565
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - Spoken languages of staff, at home or at the LIP, other than English Gujarati	-.077	.697	-.447	.315
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - Spoken languages of staff, at home or at the LIP, other than English Mandarin	-.096	.627	-.462	.298

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - Spoken languages of staff, at home or at the LIP, other than English Amharic	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - Spoken languages of staff, at home or at the LIP, other than English Italian	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - Spoken languages of staff, at home or at the LIP, other than English Tamil	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - Spoken languages of staff, at home or at the LIP, other than English Twi	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - Spoken languages of staff, at home or at the LIP, other than English Wolof	-.053	.787	-.428	.337

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper <sup>b</sup>
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - Spoken languages of staff, at home or at the LIP, other than English Igbo	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - Spoken languages of staff, at home or at the LIP, other than English Armenian	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - Spoken languages of staff, at home or at the LIP, other than English Ukrainian	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages	-.053	.787	-.428	.337



### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - 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 Bangla bengali - 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 Bangla bengali - 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

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - Describe how cultural context influences perceptions of health and disease	.339	.077	-.050	.639
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - 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 Bangla bengali - 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 Bangla bengali - Skills in policy analysis and policy development for immigrant access to healthcare services	.072	.718	-.320	.442

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	.266	.179	-.138	.595
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - 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 Bangla bengali - 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 Bangla bengali - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.216	.269	-.182	.554

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - 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 Bangla bengali - Demonstrate diplomacy and build trust with community partners working in the health sector	.207	.291	-.191	.546
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - 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 Bangla bengali - 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 Bangla bengali - Skills in communication (e. g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.189	.334	-.209	.534

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - Skills for knowledge brokering	.292	.131	-.102	.607
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - 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
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - 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 Bangla bengali - Implement strategies to engage marginalized and vulnerable populations in making decisions that affect their health and well-being	.362	.058	-.024	.654

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Bangla bengali - 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 Bangla bengali - 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 Punjabi - Spoken languages of staff, at home or at the LIP, other than English Tibetan	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English Punjabi - Spoken languages of staff, at home or at the LIP, other than English Hungarian	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Punjabi - Spoken languages of staff, at home or at the LIP, other than English Tigrinya	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English Punjabi - Spoken languages of staff, at home or at the LIP, other than English Creole	.462	.013	.095	.718

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Punjabi - Spoken languages of staff, at home or at the LIP, other than English Icelandic	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English Punjabi - Spoken languages of staff, at home or at the LIP, other than English Arabic	-.145	.462	-.500	.252
Spoken languages of staff, at home or at the LIP, other than English Punjabi - Spoken languages of staff, at home or at the LIP, other than English Tagalog	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Punjabi - Spoken languages of staff, at home or at the LIP, other than English Croatian	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Punjabi - Spoken languages of staff, at home or at the LIP, other than English Portuguese	-.077	.697	-.447	.315
Spoken languages of staff, at home or at the LIP, other than English Punjabi - Spoken languages of staff, at home or at the LIP, other than English Dari	-.053	.787	-.428	.337

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Punjabi - Spoken languages of staff, at home or at the LIP, other than English Spanish	-.145	.462	-.500	.252
Spoken languages of staff, at home or at the LIP, other than English Punjabi - Spoken languages of staff, at home or at the LIP, other than English Hindi	.233	.233	-.165	.565
Spoken languages of staff, at home or at the LIP, other than English Punjabi - Spoken languages of staff, at home or at the LIP, other than English Gujarati	-.077	.697	-.447	.315
Spoken languages of staff, at home or at the LIP, other than English Punjabi - Spoken languages of staff, at home or at the LIP, other than English Mandarin	-.096	.627	-.462	.298
Spoken languages of staff, at home or at the LIP, other than English Punjabi - Spoken languages of staff, at home or at the LIP, other than English Amharic	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Punjabi - Spoken languages of staff, at home or at the LIP, other than English Italian	-.053	.787	-.428	.337



### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Punjabi - Spoken languages of staff, at home or at the LIP, other than English Tamil	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Punjabi - Spoken languages of staff, at home or at the LIP, other than English Twi	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Punjabi - Spoken languages of staff, at home or at the LIP, other than English Wolof	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Punjabi - Spoken languages of staff, at home or at the LIP, other than English Igbo	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Punjabi - Spoken languages of staff, at home or at the LIP, other than English Armenian	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Punjabi - Spoken languages of staff, at home or at the LIP, other than English Ukrainian	-.053	.787	-.428	.337

### Confidence Intervals of Spearman's rho

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

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Punjabi - 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 Punjabi - 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 Punjabi - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.072	.717	-.320	.443
Spoken languages of staff, at home or at the LIP, other than English Punjabi - 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

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Punjabi - 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 Punjabi - 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 Punjabi - 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 Punjabi - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	-.189	.334	-.534	.209

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Punjabi - 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 Punjabi - 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 Punjabi - Demonstrate diplomacy and build trust with community partners working in the health sector	.207	.291	-.191	.546
Spoken languages of staff, at home or at the LIP, other than English Punjabi - Skills to build coalitions to work collectively on access to healthcare issues	.173	.379	-.225	.521

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Punjabi - 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 Punjabi - 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 Punjabi - Skills for knowledge brokering	.292	.131	-.102	.607
Spoken languages of staff, at home or at the LIP, other than English Punjabi - 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) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Punjabi - 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 Punjabi - 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 Punjabi - 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 Punjabi - 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 Tibetan - Spoken languages of staff, at home or at the LIP, other than English Hungarian	-.037	.852	-.414	.351

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Tibetan - Spoken languages of staff, at home or at the LIP, other than English Tigrinya	1.000 <sup>c</sup>	.000	.	.
Spoken languages of staff, at home or at the LIP, other than English Tibetan - Spoken languages of staff, at home or at the LIP, other than English Creole	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English Tibetan - Spoken languages of staff, at home or at the LIP, other than English Icelandic	1.000 <sup>c</sup>	.000	.	.
Spoken languages of staff, at home or at the LIP, other than English Tibetan - Spoken languages of staff, at home or at the LIP, other than English Arabic	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English Tibetan - Spoken languages of staff, at home or at the LIP, other than English Tagalog	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Tibetan - Spoken languages of staff, at home or at the LIP, other than English Croatian	-.037	.852	-.414	.351



### Confidence Intervals of Spearman's rho

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

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Tibetan - Spoken languages of staff, at home or at the LIP, other than English Amharic	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Tibetan - Spoken languages of staff, at home or at the LIP, other than English Italian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Tibetan - Spoken languages of staff, at home or at the LIP, other than English Tamil	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Tibetan - Spoken languages of staff, at home or at the LIP, other than English Twi	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Tibetan - Spoken languages of staff, at home or at the LIP, other than English Wolof	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Tibetan - Spoken languages of staff, at home or at the LIP, other than English Igbo	-.037	.852	-.414	.351

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Tibetan - Spoken languages of staff, at home or at the LIP, other than English Armenian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Tibetan - Spoken languages of staff, at home or at the LIP, other than English Ukrainian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Tibetan - Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Tibetan - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Tibetan - 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 Tibetan - 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 Tibetan - 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 Tibetan - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Tibetan - 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 Tibetan - 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 Tibetan - 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 Tibetan - 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) <sub>a</sub>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Tibetan - 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 Tibetan - 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 Tibetan - 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 Tibetan - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Tibetan - 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 Tibetan - 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 Tibetan - 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 Tibetan - 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) <sub>a</sub>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Tibetan - 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 Tibetan - 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 Tibetan - 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 Tibetan - 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) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Tibetan - Plan, implement, and evaluate an access to healthcare program	. <sup>d</sup>	.	.	.
Spoken languages of staff, at home or at the LIP, other than English Hungarian - Spoken languages of staff, at home or at the LIP, other than English Tigrinya	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Hungarian - Spoken languages of staff, at home or at the LIP, other than English Creole	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Hungarian - Spoken languages of staff, at home or at the LIP, other than English Icelandic	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Hungarian - Spoken languages of staff, at home or at the LIP, other than English Arabic	.369	.054	-.017	.659
Spoken languages of staff, at home or at the LIP, other than English Hungarian - Spoken languages of staff, at home or at the LIP, other than English Tagalog	-.037	.852	-.414	.351

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Hungarian - Spoken languages of staff, at home or at the LIP, other than English Croatian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Hungarian - Spoken languages of staff, at home or at the LIP, other than English Portuguese	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Hungarian - Spoken languages of staff, at home or at the LIP, other than English Dari	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Hungarian - Spoken languages of staff, at home or at the LIP, other than English Spanish	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English Hungarian - Spoken languages of staff, at home or at the LIP, other than English Hindi	.413	.029	.035	.687
Spoken languages of staff, at home or at the LIP, other than English Hungarian - Spoken languages of staff, at home or at the LIP, other than English Gujarati	-.053	.787	-.428	.337

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Hungarian - Spoken languages of staff, at home or at the LIP, other than English Mandarin	-.067	.736	-.438	.325
Spoken languages of staff, at home or at the LIP, other than English Hungarian - Spoken languages of staff, at home or at the LIP, other than English Amharic	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Hungarian - Spoken languages of staff, at home or at the LIP, other than English Italian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Hungarian - Spoken languages of staff, at home or at the LIP, other than English Tamil	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Hungarian - Spoken languages of staff, at home or at the LIP, other than English Twi	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Hungarian - Spoken languages of staff, at home or at the LIP, other than English Wolof	-.037	.852	-.414	.351

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Hungarian - Spoken languages of staff, at home or at the LIP, other than English Igbo	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Hungarian - Spoken languages of staff, at home or at the LIP, other than English Armenian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Hungarian - Spoken languages of staff, at home or at the LIP, other than English Ukrainian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Hungarian - Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages	-.037	.852	-.414	.351

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Hungarian - 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 Hungarian - 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 Hungarian - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Hungarian - 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 Hungarian - 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 Hungarian - 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 Hungarian - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Hungarian - 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 Hungarian - 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 Hungarian - 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 Hungarian - 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) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Hungarian - 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 Hungarian - 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 Hungarian - 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 Hungarian - 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 Hungarian - 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) <sup>a</sup>	
			Lower <sup>b</sup>	Upper <sup>b</sup>
Spoken languages of staff, at home or at the LIP, other than English Hungarian - Skills for knowledge brokering	.203	.301	-.195	.544
Spoken languages of staff, at home or at the LIP, other than English Hungarian - 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 Hungarian - 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 Hungarian - 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 Hungarian - Conduct a community health needs assessment and identify partners in the service provision ecosystem that are best positioned to support this task	. <sup>d</sup>	.	.	.

### Confidence Intervals of Spearman's rho

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

### Confidence Intervals of Spearman's rho

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

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Tigrinya - Spoken languages of staff, at home or at the LIP, other than English Amharic	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Tigrinya - Spoken languages of staff, at home or at the LIP, other than English Italian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Tigrinya - Spoken languages of staff, at home or at the LIP, other than English Tamil	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Tigrinya - Spoken languages of staff, at home or at the LIP, other than English Twi	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Tigrinya - Spoken languages of staff, at home or at the LIP, other than English Wolof	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Tigrinya - Spoken languages of staff, at home or at the LIP, other than English Igbo	-.037	.852	-.414	.351

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Tigrinya - Spoken languages of staff, at home or at the LIP, other than English Armenian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Tigrinya - Spoken languages of staff, at home or at the LIP, other than English Ukrainian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Tigrinya - Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Tigrinya - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Tigrinya - 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 Tigrinya - 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 Tigrinya - 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 Tigrinya - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Tigrinya - 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 Tigrinya - 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 Tigrinya - 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 Tigrinya - 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) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Tigrinya - 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 Tigrinya - 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 Tigrinya - 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 Tigrinya - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Tigrinya - 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 Tigrinya - 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 Tigrinya - 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 Tigrinya - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Tigrinya - 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 Tigrinya - 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 Tigrinya - 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 Tigrinya - 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) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Tigrinya - Plan, implement, and evaluate an access to healthcare program	. <sup>d</sup>	.	.	.
Spoken languages of staff, at home or at the LIP, other than English Creole - Spoken languages of staff, at home or at the LIP, other than English Icelandic	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English Creole - Spoken languages of staff, at home or at the LIP, other than English Arabic	-.145	.462	-.500	.252
Spoken languages of staff, at home or at the LIP, other than English Creole - Spoken languages of staff, at home or at the LIP, other than English Tagalog	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English Creole - Spoken languages of staff, at home or at the LIP, other than English Croatian	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Creole - Spoken languages of staff, at home or at the LIP, other than English Portuguese	-.077	.697	-.447	.315

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Creole - Spoken languages of staff, at home or at the LIP, other than English Dari	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Creole - Spoken languages of staff, at home or at the LIP, other than English Spanish	-.145	.462	-.500	.252
Spoken languages of staff, at home or at the LIP, other than English Creole - Spoken languages of staff, at home or at the LIP, other than English Hindi	-.129	.512	-.488	.267
Spoken languages of staff, at home or at the LIP, other than English Creole - Spoken languages of staff, at home or at the LIP, other than English Gujarati	-.077	.697	-.447	.315
Spoken languages of staff, at home or at the LIP, other than English Creole - Spoken languages of staff, at home or at the LIP, other than English Mandarin	-.096	.627	-.462	.298
Spoken languages of staff, at home or at the LIP, other than English Creole - Spoken languages of staff, at home or at the LIP, other than English Amharic	-.053	.787	-.428	.337

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Creole - Spoken languages of staff, at home or at the LIP, other than English Italian	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Creole - Spoken languages of staff, at home or at the LIP, other than English Tamil	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Creole - Spoken languages of staff, at home or at the LIP, other than English Twi	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Creole - Spoken languages of staff, at home or at the LIP, other than English Wolof	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Creole - Spoken languages of staff, at home or at the LIP, other than English Igbo	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Creole - Spoken languages of staff, at home or at the LIP, other than English Armenian	-.053	.787	-.428	.337

### Confidence Intervals of Spearman's rho

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

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Creole - 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 Creole - 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 Creole - 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 Creole - 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

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Creole - 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 Creole - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	-.048	.814	-.430	.349
Spoken languages of staff, at home or at the LIP, other than English Creole - 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 Creole - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.047	.811	-.342	.423



### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Creole - 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 Creole - 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 Creole - Demonstrate diplomacy and build trust with community partners working in the health sector	.207	.291	-.191	.546
Spoken languages of staff, at home or at the LIP, other than English Creole - Skills to build coalitions to work collectively on access to healthcare issues	.173	.379	-.225	.521

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Creole - 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 Creole - 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 Creole - Skills for knowledge brokering	.292	.131	-.102	.607
Spoken languages of staff, at home or at the LIP, other than English Creole - 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) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Creole - 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 Creole - 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 Creole - 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 Creole - 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 Icelandic - Spoken languages of staff, at home or at the LIP, other than English Arabic	-.101	.611	-.466	.294

### Confidence Intervals of Spearman's rho

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

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Icelandic - Spoken languages of staff, at home or at the LIP, other than English Gujarati	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Icelandic - Spoken languages of staff, at home or at the LIP, other than English Mandarin	-.067	.736	-.438	.325
Spoken languages of staff, at home or at the LIP, other than English Icelandic - Spoken languages of staff, at home or at the LIP, other than English Amharic	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Icelandic - Spoken languages of staff, at home or at the LIP, other than English Italian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Icelandic - Spoken languages of staff, at home or at the LIP, other than English Tamil	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Icelandic - Spoken languages of staff, at home or at the LIP, other than English Twi	-.037	.852	-.414	.351

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Icelandic - Spoken languages of staff, at home or at the LIP, other than English Wolof	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Icelandic - Spoken languages of staff, at home or at the LIP, other than English Igbo	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Icelandic - Spoken languages of staff, at home or at the LIP, other than English Armenian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Icelandic - Spoken languages of staff, at home or at the LIP, other than English Ukrainian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Icelandic - Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages	-.037	.852	-.414	.351

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Icelandic - 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 Icelandic - 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 Icelandic - 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

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Icelandic - 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 Icelandic - 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 Icelandic - 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 Icelandic - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Icelandic - 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 Icelandic - 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 Icelandic - 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 Icelandic - 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) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Icelandic - 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 Icelandic - 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 Icelandic - 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 Icelandic - 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 Icelandic - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Icelandic - Skills for knowledge brokering	.203	.301	-.195	.544
Spoken languages of staff, at home or at the LIP, other than English Icelandic - 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 Icelandic - 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 Icelandic - 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 Icelandic - 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) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Icelandic - Plan, implement, and evaluate an access to healthcare program	. <sup>d</sup>	.	.	.
Spoken languages of staff, at home or at the LIP, other than English Arabic - Spoken languages of staff, at home or at the LIP, other than English Tagalog	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English Arabic - Spoken languages of staff, at home or at the LIP, other than English Croatian	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English Arabic - Spoken languages of staff, at home or at the LIP, other than English Portuguese	-.145	.462	-.500	.252
Spoken languages of staff, at home or at the LIP, other than English Arabic - Spoken languages of staff, at home or at the LIP, other than English Dari	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English Arabic - Spoken languages of staff, at home or at the LIP, other than English Spanish	.152	.442	-.246	.505

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Arabic - Spoken languages of staff, at home or at the LIP, other than English Hindi	.211	.281	-.187	.550
Spoken languages of staff, at home or at the LIP, other than English Arabic - Spoken languages of staff, at home or at the LIP, other than English Gujarati	.193	.325	-.205	.536
Spoken languages of staff, at home or at the LIP, other than English Arabic - Spoken languages of staff, at home or at the LIP, other than English Mandarin	.101	.611	-.294	.466
Spoken languages of staff, at home or at the LIP, other than English Arabic - Spoken languages of staff, at home or at the LIP, other than English Amharic	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English Arabic - Spoken languages of staff, at home or at the LIP, other than English Italian	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English Arabic - Spoken languages of staff, at home or at the LIP, other than English Tamil	-.101	.611	-.466	.294

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Arabic - Spoken languages of staff, at home or at the LIP, other than English Twi	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English Arabic - Spoken languages of staff, at home or at the LIP, other than English Wolof	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English Arabic - Spoken languages of staff, at home or at the LIP, other than English Igbo	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English Arabic - Spoken languages of staff, at home or at the LIP, other than English Armenian	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English Arabic - Spoken languages of staff, at home or at the LIP, other than English Ukrainian	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English Arabic - Spoken languages of staff, at home or at the LIP, other than English Slavicianguages	-.101	.611	-.466	.294

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Arabic - 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
Spoken languages of staff, at home or at the LIP, other than English Arabic - 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 Arabic - 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

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Arabic - 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 Arabic - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.130	.511	-.267	.488
Spoken languages of staff, at home or at the LIP, other than English Arabic - 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 Arabic - Skills in policy analysis and policy development for immigrant access to healthcare services	.073	.712	-.319	.444



### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Arabic - 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 Arabic - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.166	.407	-.239	.522
Spoken languages of staff, at home or at the LIP, other than English Arabic - 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 Arabic - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.056	.779	-.335	.429

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Arabic - 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 Arabic - Demonstrate diplomacy and build trust with community partners working in the health sector	.208	.289	-.191	.547
Spoken languages of staff, at home or at the LIP, other than English Arabic - 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 Arabic - 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 Arabic - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	.178	.364	-.220	.525

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Arabic - Skills for knowledge brokering	.055	.781	-.335	.429
Spoken languages of staff, at home or at the LIP, other than English Arabic - 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
Spoken languages of staff, at home or at the LIP, other than English Arabic - 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 Arabic - 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 Arabic - 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

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Arabic - 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 Tagalog - Spoken languages of staff, at home or at the LIP, other than English Croatian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Tagalog - Spoken languages of staff, at home or at the LIP, other than English Portuguese	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Tagalog - Spoken languages of staff, at home or at the LIP, other than English Dari	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Tagalog - Spoken languages of staff, at home or at the LIP, other than English Spanish	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English Tagalog - Spoken languages of staff, at home or at the LIP, other than English Hindi	-.090	.650	-.457	.304

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Tagalog - Spoken languages of staff, at home or at the LIP, other than English Gujarati	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Tagalog - Spoken languages of staff, at home or at the LIP, other than English Mandarin	-.067	.736	-.438	.325
Spoken languages of staff, at home or at the LIP, other than English Tagalog - Spoken languages of staff, at home or at the LIP, other than English Amharic	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Tagalog - Spoken languages of staff, at home or at the LIP, other than English Italian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Tagalog - Spoken languages of staff, at home or at the LIP, other than English Tamil	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Tagalog - Spoken languages of staff, at home or at the LIP, other than English Twi	-.037	.852	-.414	.351

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Tagalog - Spoken languages of staff, at home or at the LIP, other than English Wolof	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Tagalog - Spoken languages of staff, at home or at the LIP, other than English Igbo	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Tagalog - Spoken languages of staff, at home or at the LIP, other than English Armenian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Tagalog - Spoken languages of staff, at home or at the LIP, other than English Ukrainian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Tagalog - Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages	-.037	.852	-.414	.351

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Tagalog - 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 Tagalog - 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 Tagalog - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Tagalog - 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 Tagalog - 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 Tagalog - 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 Tagalog - Skills in policy analysis and policy development for immigrant access to healthcare services	.261	.180	-.136	.585



### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper <sup>b</sup>
Spoken languages of staff, at home or at the LIP, other than English Tagalog - 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 Tagalog - 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 Tagalog - 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 Tagalog - 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) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Tagalog - 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 Tagalog - 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 Tagalog - 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 Tagalog - 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 Tagalog - 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) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Tagalog - Skills for knowledge brokering	.203	.301	-.195	.544
Spoken languages of staff, at home or at the LIP, other than English Tagalog - 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 Tagalog - 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 Tagalog - 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 Tagalog - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Tagalog - 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 Croatian - Spoken languages of staff, at home or at the LIP, other than English Portuguese	.694	<.001	.423	.851
Spoken languages of staff, at home or at the LIP, other than English Croatian - Spoken languages of staff, at home or at the LIP, other than English Dari	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Croatian - Spoken languages of staff, at home or at the LIP, other than English Spanish	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English Croatian - Spoken languages of staff, at home or at the LIP, other than English Hindi	-.090	.650	-.457	.304
Spoken languages of staff, at home or at the LIP, other than English Croatian - Spoken languages of staff, at home or at the LIP, other than English Gujarati	-.053	.787	-.428	.337

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Croatian - Spoken languages of staff, at home or at the LIP, other than English Mandarin	-.067	.736	-.438	.325
Spoken languages of staff, at home or at the LIP, other than English Croatian - Spoken languages of staff, at home or at the LIP, other than English Amharic	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Croatian - Spoken languages of staff, at home or at the LIP, other than English Italian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Croatian - Spoken languages of staff, at home or at the LIP, other than English Tamil	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Croatian - Spoken languages of staff, at home or at the LIP, other than English Twi	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Croatian - Spoken languages of staff, at home or at the LIP, other than English Wolof	-.037	.852	-.414	.351

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Croatian - Spoken languages of staff, at home or at the LIP, other than English Igbo	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Croatian - Spoken languages of staff, at home or at the LIP, other than English Armenian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Croatian - Spoken languages of staff, at home or at the LIP, other than English Ukrainian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Croatian - Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages	-.037	.852	-.414	.351

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Croatian - 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 Croatian - 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 Croatian - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Croatian - 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 Croatian - 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 Croatian - 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 Croatian - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Croatian - 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 Croatian - 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 Croatian - 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 Croatian - 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) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Croatian - 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 Croatian - 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 Croatian - 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 Croatian - 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 Croatian - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Croatian - Skills for knowledge brokering	-.162	.409	-.513	.235
Spoken languages of staff, at home or at the LIP, other than English Croatian - 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 Croatian - 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 Croatian - 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 Croatian - 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) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Croatian - 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 Portuguese - Spoken languages of staff, at home or at the LIP, other than English Dari	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Portuguese - Spoken languages of staff, at home or at the LIP, other than English Spanish	.193	.325	-.205	.536
Spoken languages of staff, at home or at the LIP, other than English Portuguese - Spoken languages of staff, at home or at the LIP, other than English Hindi	-.129	.512	-.488	.267
Spoken languages of staff, at home or at the LIP, other than English Portuguese - Spoken languages of staff, at home or at the LIP, other than English Gujarati	-.077	.697	-.447	.315
Spoken languages of staff, at home or at the LIP, other than English Portuguese - Spoken languages of staff, at home or at the LIP, other than English Mandarin	.352	.066	-.036	.648

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Portuguese - Spoken languages of staff, at home or at the LIP, other than English Amharic	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Portuguese - Spoken languages of staff, at home or at the LIP, other than English Italian	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Portuguese - Spoken languages of staff, at home or at the LIP, other than English Tamil	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Portuguese - Spoken languages of staff, at home or at the LIP, other than English Twi	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Portuguese - Spoken languages of staff, at home or at the LIP, other than English Wolof	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Portuguese - Spoken languages of staff, at home or at the LIP, other than English Igbo	-.053	.787	-.428	.337

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Portuguese - Spoken languages of staff, at home or at the LIP, other than English Armenian	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Portuguese - Spoken languages of staff, at home or at the LIP, other than English Ukrainian	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Portuguese - Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Portuguese - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Portuguese - 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 Portuguese - 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 Portuguese - 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 Portuguese - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Portuguese - 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 Portuguese - 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 Portuguese - 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 Portuguese - 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) <sup>a</sup>	
			Lower <sup>b</sup>	Upper <sup>b</sup>
Spoken languages of staff, at home or at the LIP, other than English Portuguese - 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 Portuguese - 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 Portuguese - 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 Portuguese - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Portuguese - 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 Portuguese - 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 Portuguese - 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 Portuguese - Skills for knowledge brokering	-.234	.231	-.566	.164

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Portuguese - 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
Spoken languages of staff, at home or at the LIP, other than English Portuguese - 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 Portuguese - 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 Portuguese - 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

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Portuguese - 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 Dari - Spoken languages of staff, at home or at the LIP, other than English Spanish	.369	.054	-.017	.659
Spoken languages of staff, at home or at the LIP, other than English Dari - Spoken languages of staff, at home or at the LIP, other than English Hindi	-.090	.650	-.457	.304
Spoken languages of staff, at home or at the LIP, other than English Dari - Spoken languages of staff, at home or at the LIP, other than English Gujarati	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Dari - Spoken languages of staff, at home or at the LIP, other than English Mandarin	-.067	.736	-.438	.325
Spoken languages of staff, at home or at the LIP, other than English Dari - Spoken languages of staff, at home or at the LIP, other than English Amharic	-.037	.852	-.414	.351

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Dari - Spoken languages of staff, at home or at the LIP, other than English Italian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Dari - Spoken languages of staff, at home or at the LIP, other than English Tamil	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Dari - Spoken languages of staff, at home or at the LIP, other than English Twi	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Dari - Spoken languages of staff, at home or at the LIP, other than English Wolof	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Dari - Spoken languages of staff, at home or at the LIP, other than English Igbo	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Dari - Spoken languages of staff, at home or at the LIP, other than English Armenian	-.037	.852	-.414	.351

### Confidence Intervals of Spearman's rho

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

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Dari - 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 Dari - 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 Dari - 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 Dari - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	-.131	.505	-.490	.265



### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Dari - 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 Dari - 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 Dari - 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 Dari - Skills to build coalitions to work collectively on access to healthcare issues	.120	.543	-.276	.481

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Dari - 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 Dari - 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 Dari - Skills for knowledge brokering	.203	.301	-.195	.544
Spoken languages of staff, at home or at the LIP, other than English Dari - 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) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Dari - 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 Dari - 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 Dari - 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 Dari - 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 Spanish - Spoken languages of staff, at home or at the LIP, other than English Hindi	-.016	.935	-.397	.369

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Spanish - Spoken languages of staff, at home or at the LIP, other than English Gujarati	.193	.325	-.205	.536
Spoken languages of staff, at home or at the LIP, other than English Spanish - Spoken languages of staff, at home or at the LIP, other than English Mandarin	.382	.045	-.001	.667
Spoken languages of staff, at home or at the LIP, other than English Spanish - Spoken languages of staff, at home or at the LIP, other than English Amharic	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English Spanish - Spoken languages of staff, at home or at the LIP, other than English Italian	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English Spanish - Spoken languages of staff, at home or at the LIP, other than English Tamil	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English Spanish - Spoken languages of staff, at home or at the LIP, other than English Twi	-.101	.611	-.466	.294

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Spanish - Spoken languages of staff, at home or at the LIP, other than English Wolof	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English Spanish - Spoken languages of staff, at home or at the LIP, other than English Igbo	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English Spanish - Spoken languages of staff, at home or at the LIP, other than English Armenian	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English Spanish - Spoken languages of staff, at home or at the LIP, other than English Ukrainian	-.101	.611	-.466	.294
Spoken languages of staff, at home or at the LIP, other than English Spanish - Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages	-.101	.611	-.466	.294

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Spanish - 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 Spanish - 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 Spanish - 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

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Spanish - 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 Spanish - 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 Spanish - 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 Spanish - Skills in policy analysis and policy development for immigrant access to healthcare services	-.118	.550	-.479	.278

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Spanish - Skills to create opportunities to access federal decision-makers concerning health services for immigrants and newcomers in the community	-.096	.633	-.469	.305
Spoken languages of staff, at home or at the LIP, other than English Spanish - 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 Spanish - 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 Spanish - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	-.086	.662	-.454	.307



### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Spanish - 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 Spanish - Demonstrate diplomacy and build trust with community partners working in the health sector	.208	.289	-.191	.547
Spoken languages of staff, at home or at the LIP, other than English Spanish - 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 Spanish - 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 Spanish - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Spanish - Skills for knowledge brokering	.128	.515	-.268	.487
Spoken languages of staff, at home or at the LIP, other than English Spanish - 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
Spoken languages of staff, at home or at the LIP, other than English Spanish - 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 Spanish - 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 Spanish - 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

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Spanish - 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 Hindi - Spoken languages of staff, at home or at the LIP, other than English Gujarati	.595	<.001	.274	.796
Spoken languages of staff, at home or at the LIP, other than English Hindi - Spoken languages of staff, at home or at the LIP, other than English Mandarin	.140	.477	-.257	.496
Spoken languages of staff, at home or at the LIP, other than English Hindi - Spoken languages of staff, at home or at the LIP, other than English Amharic	-.090	.650	-.457	.304
Spoken languages of staff, at home or at the LIP, other than English Hindi - Spoken languages of staff, at home or at the LIP, other than English Italian	-.090	.650	-.457	.304
Spoken languages of staff, at home or at the LIP, other than English Hindi - Spoken languages of staff, at home or at the LIP, other than English Tamil	-.090	.650	-.457	.304

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Hindi - Spoken languages of staff, at home or at the LIP, other than English Twi	-.090	.650	-.457	.304
Spoken languages of staff, at home or at the LIP, other than English Hindi - Spoken languages of staff, at home or at the LIP, other than English Wolof	-.090	.650	-.457	.304
Spoken languages of staff, at home or at the LIP, other than English Hindi - Spoken languages of staff, at home or at the LIP, other than English Igbo	-.090	.650	-.457	.304
Spoken languages of staff, at home or at the LIP, other than English Hindi - Spoken languages of staff, at home or at the LIP, other than English Armenian	.413	.029	.035	.687
Spoken languages of staff, at home or at the LIP, other than English Hindi - Spoken languages of staff, at home or at the LIP, other than English Ukrainian	-.090	.650	-.457	.304
Spoken languages of staff, at home or at the LIP, other than English Hindi - Spoken languages of staff, at home or at the LIP, other than English Slavicianguages	-.090	.650	-.457	.304

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Hindi - 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
Spoken languages of staff, at home or at the LIP, other than English Hindi - 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 Hindi - 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

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Hindi - 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 Hindi - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.223	.254	-.175	.558
Spoken languages of staff, at home or at the LIP, other than English Hindi - 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 Hindi - Skills in policy analysis and policy development for immigrant access to healthcare services	.018	.927	-.368	.398

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Hindi - 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 Hindi - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.146	.467	-.259	.507
Spoken languages of staff, at home or at the LIP, other than English Hindi - 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 Hindi - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.139	.481	-.258	.496

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Hindi - 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 Hindi - Demonstrate diplomacy and build trust with community partners working in the health sector	-.042	.833	-.418	.347
Spoken languages of staff, at home or at the LIP, other than English Hindi - 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 Hindi - 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 Hindi - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	-.064	.747	-.436	.327



### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Hindi - Skills for knowledge brokering	.315	.103	-.078	.623
Spoken languages of staff, at home or at the LIP, other than English Hindi - 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
Spoken languages of staff, at home or at the LIP, other than English Hindi - 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 Hindi - 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 Hindi - 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

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Hindi - 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 Gujarati - Spoken languages of staff, at home or at the LIP, other than English Mandarin	.352	.066	-.036	.648
Spoken languages of staff, at home or at the LIP, other than English Gujarati - Spoken languages of staff, at home or at the LIP, other than English Amharic	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Gujarati - Spoken languages of staff, at home or at the LIP, other than English Italian	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Gujarati - Spoken languages of staff, at home or at the LIP, other than English Tamil	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Gujarati - Spoken languages of staff, at home or at the LIP, other than English Twi	-.053	.787	-.428	.337

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Gujarati - Spoken languages of staff, at home or at the LIP, other than English Wolof	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Gujarati - Spoken languages of staff, at home or at the LIP, other than English Igbo	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Gujarati - Spoken languages of staff, at home or at the LIP, other than English Armenian	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Gujarati - Spoken languages of staff, at home or at the LIP, other than English Ukrainian	-.053	.787	-.428	.337
Spoken languages of staff, at home or at the LIP, other than English Gujarati - Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages	-.053	.787	-.428	.337

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Gujarati - 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 Gujarati - 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 Gujarati - 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

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Gujarati - 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 Gujarati - Describe the Ontario health system and its policies and effects on provision of healthcare for immigrants	.072	.717	-.320	.443
Spoken languages of staff, at home or at the LIP, other than English Gujarati - 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 Gujarati - Skills in policy analysis and policy development for immigrant access to healthcare services	-.080	.684	-.450	.312

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Gujarati - 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 Gujarati - 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 Gujarati - 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 Gujarati - Skills to create opportunities to access organizational/community/other decision-makers concerning health services for immigrants and newcomers	.216	.269	-.182	.554

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Gujarati - 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 Gujarati - Demonstrate diplomacy and build trust with community partners working in the health sector	-.083	.676	-.451	.310
Spoken languages of staff, at home or at the LIP, other than English Gujarati - 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 Gujarati - 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 Gujarati - Skills in communication (e.g., to help create and operate immigrant and newcomer health campaigns and awareness-building material)	-.379	.047	-.665	.005

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Gujarati - Skills for knowledge brokering	.029	.883	-.358	.408
Spoken languages of staff, at home or at the LIP, other than English Gujarati - 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
Spoken languages of staff, at home or at the LIP, other than English Gujarati - 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 Gujarati - 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 Gujarati - 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) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Gujarati - 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 Mandarin - Spoken languages of staff, at home or at the LIP, other than English Amharic	-.067	.736	-.438	.325
Spoken languages of staff, at home or at the LIP, other than English Mandarin - Spoken languages of staff, at home or at the LIP, other than English Italian	-.067	.736	-.438	.325
Spoken languages of staff, at home or at the LIP, other than English Mandarin - Spoken languages of staff, at home or at the LIP, other than English Tamil	-.067	.736	-.438	.325
Spoken languages of staff, at home or at the LIP, other than English Mandarin - Spoken languages of staff, at home or at the LIP, other than English Twi	-.067	.736	-.438	.325
Spoken languages of staff, at home or at the LIP, other than English Mandarin - Spoken languages of staff, at home or at the LIP, other than English Wolof	-.067	.736	-.438	.325

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Mandarin - Spoken languages of staff, at home or at the LIP, other than English Igbo	-.067	.736	-.438	.325
Spoken languages of staff, at home or at the LIP, other than English Mandarin - Spoken languages of staff, at home or at the LIP, other than English Armenian	-.067	.736	-.438	.325
Spoken languages of staff, at home or at the LIP, other than English Mandarin - Spoken languages of staff, at home or at the LIP, other than English Ukrainian	-.067	.736	-.438	.325
Spoken languages of staff, at home or at the LIP, other than English Mandarin - Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages	-.067	.736	-.438	.325

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Mandarin - 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 Mandarin - 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
Spoken languages of staff, at home or at the LIP, other than English Mandarin - 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

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Mandarin - 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 Mandarin - 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 Mandarin - 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 Mandarin - 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) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Mandarin - 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 Mandarin - 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 Mandarin - 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 Mandarin - 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) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Mandarin - 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 Mandarin - 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 Mandarin - 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 Mandarin - 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 Mandarin - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Mandarin - Skills for knowledge brokering	-.073	.712	-.444	.319
Spoken languages of staff, at home or at the LIP, other than English Mandarin - 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 Mandarin - 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 Mandarin - 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 Mandarin - 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) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Mandarin - Plan, implement, and evaluate an access to healthcare program	.285	.168	-.137	.619
Spoken languages of staff, at home or at the LIP, other than English Amharic - Spoken languages of staff, at home or at the LIP, other than English Italian	1.000 <sup>c</sup>	.000	.	.
Spoken languages of staff, at home or at the LIP, other than English Amharic - Spoken languages of staff, at home or at the LIP, other than English Tamil	1.000 <sup>c</sup>	.000	.	.
Spoken languages of staff, at home or at the LIP, other than English Amharic - Spoken languages of staff, at home or at the LIP, other than English Twi	1.000 <sup>c</sup>	.000	.	.
Spoken languages of staff, at home or at the LIP, other than English Amharic - Spoken languages of staff, at home or at the LIP, other than English Wolof	1.000 <sup>c</sup>	.000	.	.
Spoken languages of staff, at home or at the LIP, other than English Amharic - Spoken languages of staff, at home or at the LIP, other than English Igbo	-.037	.852	-.414	.351



### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Amharic - Spoken languages of staff, at home or at the LIP, other than English Armenian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Amharic - Spoken languages of staff, at home or at the LIP, other than English Ukrainian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Amharic - Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Amharic - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Amharic - 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 Amharic - 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 Amharic - 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 Amharic - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Amharic - 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 Amharic - 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 Amharic - 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 Amharic - 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) <sub>a</sub>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Amharic - 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 Amharic - 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 Amharic - 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 Amharic - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Amharic - 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 Amharic - 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 Amharic - 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 Amharic - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Amharic - 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 Amharic - 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 Amharic - 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 Amharic - 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) <sup>a</sup>	
			Lower <sup>b</sup>	Upper <sup>b</sup>
Spoken languages of staff, at home or at the LIP, other than English Amharic - 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 Italian - Spoken languages of staff, at home or at the LIP, other than English Tamil	1.000 <sup>c</sup>	.000	.	.
Spoken languages of staff, at home or at the LIP, other than English Italian - Spoken languages of staff, at home or at the LIP, other than English Twi	1.000 <sup>c</sup>	.000	.	.
Spoken languages of staff, at home or at the LIP, other than English Italian - Spoken languages of staff, at home or at the LIP, other than English Wolof	1.000 <sup>c</sup>	.000	.	.
Spoken languages of staff, at home or at the LIP, other than English Italian - Spoken languages of staff, at home or at the LIP, other than English Igbo	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Italian - Spoken languages of staff, at home or at the LIP, other than English Armenian	-.037	.852	-.414	.351

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Italian - Spoken languages of staff, at home or at the LIP, other than English Ukrainian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Italian - Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Italian - 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 Italian - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Italian - 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 Italian - 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 Italian - 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 Italian - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Italian - 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 Italian - 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 Italian - Skills to create opportunities to access provincial decision-makers concerning health services for immigrants and newcomers in the community	.261	.188	-.143	.591
Spoken languages of staff, at home or at the LIP, other than English Italian - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	.197	.315	-.201	.539

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Italian - 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 Italian - 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 Italian - 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 Italian - Skills to build coalitions to work collectively on access to healthcare issues	.120	.543	-.276	.481

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Spoken languages of staff, at home or at the LIP, other than English Italian - Skills for knowledge brokering	.203	.301	-.195	.544
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	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
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Spoken languages of staff, at home or at the LIP, other than English Italian - 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 Italian - 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 Italian - 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 Italian - 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 Tamil - Spoken languages of staff, at home or at the LIP, other than English Twi	1.000 <sup>c</sup>	.000	.	.

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
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Spoken languages of staff, at home or at the LIP, other than English Tamil - Spoken languages of staff, at home or at the LIP, other than English Wolof	1.000 <sup>c</sup>	.000	.	.
Spoken languages of staff, at home or at the LIP, other than English Tamil - Spoken languages of staff, at home or at the LIP, other than English Igbo	-.037	.852	-.414	.351
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Spoken languages of staff, at home or at the LIP, other than English Tamil - 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 Tamil - 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 Tamil - 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

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
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Spoken languages of staff, at home or at the LIP, other than English Tamil - Describe how cultural context influences perceptions of health and disease	-.078	.691	-.448	.314
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	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
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Spoken languages of staff, at home or at the LIP, other than English Tamil - 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 Tamil - 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 Tamil - Skills to build coalitions to work collectively on access to healthcare issues	.120	.543	-.276	.481
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Spoken languages of staff, at home or at the LIP, other than English Tamil - 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 Tamil - 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 Tamil - 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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Spoken languages of staff, at home or at the LIP, other than English Twi - Spoken languages of staff, at home or at the LIP, other than English Wolof	1.000 <sup>c</sup>	.000	.	.
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Spoken languages of staff, at home or at the LIP, other than English Twi - 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

### Confidence Intervals of Spearman's rho

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



### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Igbo - 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 Igbo - 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 Igbo - 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

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Igbo - 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 Igbo - 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 Igbo - 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 Igbo - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Igbo - 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 Igbo - 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 Igbo - 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 Igbo - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Igbo - 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 Igbo - 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 Igbo - 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 Igbo - 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 Igbo - 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) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Igbo - Skills for knowledge brokering	-.162	.409	-.513	.235
Spoken languages of staff, at home or at the LIP, other than English Igbo - 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 Igbo - 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 Igbo - 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 Igbo - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Igbo - 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 Armenian - Spoken languages of staff, at home or at the LIP, other than English Ukrainian	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Armenian - Spoken languages of staff, at home or at the LIP, other than English Slavicianguages	-.037	.852	-.414	.351
Spoken languages of staff, at home or at the LIP, other than English Armenian - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Armenian - 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 Armenian - 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 Armenian - 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 Armenian - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Armenian - 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 Armenian - 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 Armenian - 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 Armenian - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Armenian - 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 Armenian - 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 Armenian - 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 Armenian - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Armenian - 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 Armenian - 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 Armenian - 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 Armenian - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Armenian - 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 Armenian - 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 Armenian - 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 Armenian - 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

### Confidence Intervals of Spearman's rho

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

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sub>a</sub>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Ukrainian - 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 Ukrainian - 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 Ukrainian - 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 Ukrainian - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	-.131	.505	-.490	.265

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Ukrainian - 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 Ukrainian - 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 Ukrainian - 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 Ukrainian - Skills to build coalitions to work collectively on access to healthcare issues	-.360	.060	-.653	.027

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Ukrainian - 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 Ukrainian - 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 Ukrainian - Skills for knowledge brokering	-.162	.409	-.513	.235
Spoken languages of staff, at home or at the LIP, other than English Ukrainian - 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) <sup>a</sup>	
			Lower <sup>b</sup>	Upper
Spoken languages of staff, at home or at the LIP, other than English Ukrainian - 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 Ukrainian - 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 Ukrainian - 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 Ukrainian - Plan, implement, and evaluate an access to healthcare program	.076	.718	-.340	.467

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages - 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 Slaviclanguages - 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 Slaviclanguages - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages - 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 Slaviclanguages - 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 Slaviclanguages - 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 Slaviclanguages - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages - 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 Slaviclanguages - 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 Slaviclanguages - Skills to create opportunities to access municipal decision-makers concerning health services for immigrants and newcomers in the community	-.131	.505	-.490	.265

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sub>a</sub>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages - 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 Slaviclanguages - 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 Slaviclanguages - 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 Slaviclanguages - Skills to build coalitions to work collectively on access to healthcare issues	.120	.543	-.276	.481

### Confidence Intervals of Spearman's rho

	Spearman's rho	Significance(2-tailed)	95% Confidence Intervals (2-tailed) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages - 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 Slaviclanguages - 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 Slaviclanguages - Skills for knowledge brokering	-.162	.409	-.513	.235
Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages - 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 Slaviclanguages - 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 Slaviclanguages - 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) <sup>a</sup>	
			Lower	Upper
Spoken languages of staff, at home or at the LIP, other than English Slaviclanguages - Plan, implement, and evaluate an access to healthcare program	.076	.718	-.340	.467
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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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 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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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 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) <sub>a</sub>	
			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) <sub>a</sub>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			Lower <sup>b</sup>	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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			Lower <sup>b</sup>	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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			Lower <sup>b</sup>	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) <sup>a</sup>	
			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) <sup>a</sup>	
			Lower <sup>b</sup>	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) <sup>a</sup>	
			Lower <sup>b</sup>	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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			Lower	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) <sup>a</sup>	
			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) <sup>a</sup>	
			Lower	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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			Lower <sup>b</sup>	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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			Lower	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) <sup>a</sup>	
			Lower <sup>b</sup>	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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			Lower <sup>b</sup>	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) <sup>a</sup>	
			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) <sub>a</sub>	
			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) <sub>a</sub>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			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) <sup>a</sup>	
			Lower <sup>b</sup>	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) <sup>a</sup>	
			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) <sup>a</sup>	
			Lower <sup>b</sup>	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) <sup>a</sup>	
			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. Confidence Interval cannot be computed for this variable pair because the correlation is 1 or -1.
- d. Cannot be computed because at least one of the variables is constant.