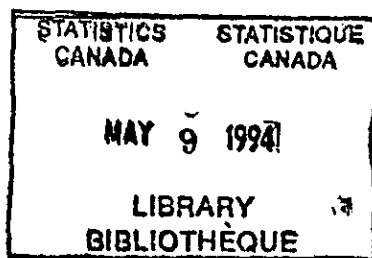Employment
Equity
Data
Program

Programme
statistique
sur l'équité en
matière d'emploi

APPROACHES TO THE COLLECTION OF DATA
ON VISIBLE MINORITIES IN CANADA:
A REVIEW AND COMMENTARY

(4.13)

Statistics Statistique
Canada   Canada

Canada

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Wally Boxhill

Statistics Canada

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APPROACHES TO THE COLLECTION OF DATA ON VISIBLE MINORITIES IN CANADA: A REVIEW AND COMMENTARY

Prepared by: Wally Boxhill

This report describes and analyses some of the approaches currently used to collect data on visible minorities in Canada - persons who are non-white in colour or non-Caucasian in race. As a consequence of the Employment Equity Act, there has been heightened interest in the employment situation of visible minorities in Canada and continuing efforts to address data requirements of this legislation. This document takes readers through a variety of survey questionnaires, highlighting differences and similarities in approach and pointing out any fundamental weaknesses. Questionnaires include those used in the Census of Canada, the Labour Market Activity Survey, National Census Tests and other surveys undertaken by Statistics Canada, instruments used by provincial and municipal governments, the federal public service and employers required to report to the Government of Canada on their workforce composition. Where available, supporting documentation is also discussed, as is the use of the term "visible minority" in the press, since this may have an influence on both the willingness and abilities of persons to respond to the surveys.

For further information, please contact Carole Blais-St. Denis at (613)951-0247.

MÉTHODE DE·COLLECTE DES DONNÉES SUR LES MINORITÉS VISIBLES
⁻ AU CANADA: EXAMEN ET COMMENTAIRES

Rédigé par: Wally Boxhill

Ce document décrit et analyse quelques-unes des approches actuellement utilisées pour recueillir des données sur les minorités visibles au Canada, c'est-à-dire les personnes qui ne sont pas de couleur blanche ni caucasiennes. À la suite de l'adoption de la Loi sur l'équité en matière d'emploi, on s'est davantage intéressé à la situation de l'emploi des minorités visibles au Canada et des efforts continus pour satisfaire aux besoins en données de la Loi. Ce document présente aux lecteurs divers questionnaires d'enquête, fait ressortir les différences et les similitudes d'approche et met en évidence toute faiblesse fondamentale. Les questionnaires utilisés comprennent ceux ayant servi au recensement du Canada, à la section de l'enquête sur l'activité, aux essais du recensement national et à d'autres enquêtes de Statistique Canada, les instruments des administrations provinciales et municipales, la fonction publique fédérale et les employeurs qui doivent faire rapport au gouvernement du Canada sur la composition de leur main-d'oeuvre. Au besoin, on examine la documentation de soutien ainsi que l'emploi du terme "minorités visibles" dans la presse, puisque ceci peut avoir une influence sur le désir et la capacité des personnes à répondre aux enquêtes.

Pour plus de renseignements, s'adresser à Carole Blais-St.Denis, au 613 (951-0247).

Section I: Overview

1.1 Introduction

In 1986, Bill C62 - an Act respecting Employment Equity - received final approval by Canada's elected House of Commons and Senate and became law. The stated purpose of this legislation was "to achieve equality in the workplace so that no person shall be denied employment opportunities or benefits for reasons unrelated to ability...". In the fulfilment of this goal, the Act and its supplementary regulations identify four designated groups - women, aboriginal peoples, persons with disabilities and persons who are, because of their race or colour, in a visible minority in Canada - and seek to correct the conditions of disadvantage in employment which they might experience. In large part because of the Employment Equity Act, there is continuing interest in the employment and other disadvantages faced by these designated groups. Associated with this is an increase in data collection activities to satisfy the policy and program requirements of Employment Equity legislation.

1.2 Objective

The purpose of this report is to describe some of the ways by which the visible minority population is identified and the documents used to collect information for this purpose. Although the other groups designated under the Employment Equity Act are not covered in this report, references to the visible minority population sometimes encompass Canada's aboriginal peoples, as will be noted later. Likewise, persons in the visible minority may be of either sex, or also be persons with disabilities. In other words, being in the visible minority does not preclude being in another designated group and thus being doubly disadvantaged.

1.3 Background

The Census has been the principal, primary source of data pertaining to the visible minority population in Canada. However, Statistics Canada has also undertaken special surveys, such as the Labour Market Activity Survey (LMAS), which sought information on visible minorities. The federal government has maintained an interest in the number of visible minorities and other designated groups in the employ of the federal public service and has instituted surveys to obtain the requisite counts. Employers covered

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under the Employment Equity Act[1] as well as those who conduct business with the Government of Canada[2] and have more than 100 employees in their workforce have likewise been surveying or otherwise determining the number of visible minorities whom they employ.

This report provides information on the Census and the questionnaires used in Statistics Canada surveys, as an analytic backdrop to assessing whether and how approaches differ. It also describes some of the initiatives of and documents used by other agencies and institutions to obtain information on visible minorities. Even though detailed methodological information and results were generally not available, questionnaires proved valuable in indicating the efforts and strategies implemented. In Section IV of this report, a variety of these documents are discussed, in order to address pertinent issues in collecting information on the visible minority population.

This study did not specifically seek out companies required by legislation to report to Employment and Immigration Canada on their workforce composition. Whatever material could be obtained from whatever sources was reviewed. This included information from provincial governments, from the eight Canadian cities referred to in the Employment Equity Regulations as Employment Equity cities[3] and from universities. And, since use of the term 'visible minority' in the press may have an influence on the willingness (perhaps even the abilities) of persons to respond to inquiries on 'being in a visible minority', this was also reviewed.

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[1] The Employment Equity Act requires federally regulated employers with 100 or more employees to implement employment equity and to report annually to parliament on their results. This includes any person or establishment which employs 100 or more persons on or in connection with a federal work, undertaking or business defined in the Canada Labour Code.

[2] These are covered by the Federal Contractors Program, which requires employers having 100 or more employees and bidding for federal contracts of $200,000 or more, to commit their enterprises to the implementation of employment equity.

[3] These are Toronto, Montreal, Vancouver, Edmonton, Calgary, Winnipeg, Regina and Halifax.

In the preparation of this report, it became obvious that data collection instruments varied considerably. Contacts with employment equity practitioners also revealed much interest in knowing about the data collection activities and approaches of others (without the need to know specifically which others) to the task of identifying visible minorities in Canada. This report should therefore help to fill the information gap regarding "how things are done". However, it is not intended to be and should not be construed as a prescription for how they should be done, even though this might be viewed as a logical follow-up. This supplementary is not ventured here.

1.4 Definition of Visible Minorities

According to the regulations prepared in consequence of the Employment Equity Act, visible minorities comprise persons, other than aboriginal peoples, who are "non-Caucasian in race or non-white in colour". This definition has guided much work on this subject and appears to have been used as an operational basis for all the surveys reviewed.

The term 'visible minority' is assumed to refer to persons who either identify themselves or are identified by others as being in the following groupings[4]:

Blacks
Chinese
Japanese
Korean
Filipino
Indo-Pakistani
West Asian and Arab
Southeast Asian
Latin Americans
Indonesian
Pacific Islanders

However, using these categories to group people or to have them categorise themselves has been neither simple nor straightforward. Even where classification into the groups identified above has been accomplished, there have been queries about process and

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[4]   These groups were first specified by Employment and Immigration Canada as constituents of the visible minority population from the 1981 Census.

resulting counts. Further, different jurisdictions may utilise their own "definitions" and combinations of groups from among those listed above.

Despite widespread usage - by federal, provincial and municipal politicians, the press, academics, employment equity practitioners, law enforcement agencies, recruitment agencies, authors of magazine articles, etc., the assumption cannot be made that the term is well understood. The following position was communicated to the author and is instructive.

> *"The difficulty in measuring visible minorities lies, of course, in the muddiness of the concept itself. One is not able to clearly separate, even conceptually, the connection between race, ethnicity, nationality, etc. Because the stress of the concept is on visible difference, this concept usually, but not always, clearly focuses on colour".*

Since both words - visible and minority - are important in the concept of "visible minority", all who use the term should understand and be clear as to its meaning, particularly those involved in data gathering and use.

The word "minority" may be taken to mean the smaller part of something - implicitly, something measurable. By its reference to persons "being in a visible minority in Canada", the Employment Equity Act indicates the basis for this quantification and measurement. Minority, in the term 'visible minority', is determined with reference to the population in Canada and not of any smaller geographic area, such as a province, urban area, neighbourhood, or other locality. The argument that "whites" are in a visible minority if they live in certain neighbourhoods is therefore spurious and irrelevant in the context of Employment Equity legislation, since the frame of reference for identifying who constitute visible minorities is provided by a national level assessment.

Persons who may be grouped together on the basis of similar characteristics are in the visible minority if this grouping results in their being visibly different from and smaller in numbers than the rest of the population. The Employment Equity Act again provides the basis for refining operational decisions in this process. It indicates that persons are visibly different and therefore identifiable on the basis of their race or colour, noting

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further that persons are in a visible minority, **if they are non-white in colour or non-Caucasian in race.**

To be sure, a minority population and minorities may be identified in other ways - as religious minorities, linguistic minorities, ethnic minorities, immigrants, and so on. Here, the characteristics of relevance would be religion, language, ethnic groups, or whether the sub-population immigrated to Canada, respectively. Since it is not the objective of this paper to discuss the basis for identification of minority groups in general, suffice it at this point to note that the size and characteristics of minority groups relate to the traits used in classification (religion, language, etc.) and the standard used to determine the majority population.

In using Employment Equity legislation as a basis for determining who constitute visible minorities, several issues are pertinent and should be understood. In the first place, there is the presumption that being "white" is a clear and well understood concept in the Canadian context. Likewise, reference to being non-white must also be well understood. If these presumptions are well-founded, arguments premised on use of the light spectrum and shades of colour do little to advance our understanding of data requirements under Employment Equity legislation. In this document, it is submitted that the presumptions regarding a classification of the population into white/non-white are reasonable in the context of data collection and pose few problems of comprehension for respondents. The white/non-white dichotomy can therefore be taken as operationally relevant and an approach which could suffice in identifying the visible minority population in Canada.

What about the terms "Caucasian" and "non-Caucasian"? It is submitted that these may not be as well understood, nor as familiar as "white" and "non-white" in describing the Canadian population. There is evidence (Boxhill and Hamm 1989) to suggest that the term Caucasian may require elucidation in order to minimise erroneous responses. As a result, it is submitted that little of additional value in data collection is obtained through its use. Indeed, the requirements for clarification may also unnecessarily prolong and complicate the process of obtaining the required information.

Section II: Obtaining Information on "Visible Minorities" in the Census and Other Surveys Conducted by Statistics Canada

2.1 The Census: General

Collecting information on the race of respondents is not something which is new to the Census of Canada. Such inquiries were contained in several censuses this century, commencing with that in 1901; see Appendix A. In the more recent censuses, however, neither race nor colour has been mentioned. Further, in the collection of data, these recent inquiries have not requested information on identifying as, or being in a visible minority. In other words, the focal elements in the identification of visible minorities -- as specified in Employment Equity legislation -- are not explicitly referred to in recent census data collection. Characteristics such as white/non-white, or Caucasian/non-Caucasian could only be inferred from responses to questions on ethnic origin, country of birth, language and religion - a group of topics which may be referred to as cultural origins or ethnocultural background.

2.2 1981 Census

In the 1981 Census, information relating to the cultural origins/background of the Canadian population was requested of persons in every fifth private household in Canada. Questions were asked on the following topics:

    Language First Learned
    Place of Birth
    Citizenship
    Year of Immigration
    Ethnic/Cultural Group
    Religion
    Home Language
    Conversational Abilities

These questions are included in Appendix B. To determine whether persons might be in a visible minority or not, it was often necessary to analyze the responses to combinations of these questions, using a number of assumptions and deterministic rules. Thus, most responses indicating a European ethnic origin (English, French, Dutch, German, Polish, Ukrainian, etc.) were assumed to be from persons who are white, unless responses to other questions indicated that this conclusion might not be correct. The

example often used to illustrate an erroneous conclusion has been the case of persons reporting French as an ethnic origin but Haiti as their country of birth. In all likelihood, these persons are not white. Such anomalies necessitated adjustments, if census data were to be used in estimating the numbers of visible minorities in Canada; (Boxhill 1984; Wright 1985).

Most non-European responses to questions on ethnic origin (Chinese, Japanese, Korean, Filipino, West Indian, East Indian, etc.) could be interpreted as coming from persons who are not white. While assumptions regarding white/non-white may not be valid for all persons reporting European/non-European responses, they were not unreasonable in deriving estimates of the visible minority population in Canada.

2.3 1986 Census

In 1986, the question on religion was dropped but the other ethnocultural topics were included in the Census. Although, there was no reference to race or colour, nor any mention of visible minorities in the questions posed, some changes to the ethnic origin question (see Appendix C) made the task of identifying visible minorities a little less onerous.

These measures, undertaken primarily as a response to the work of the Abella Commission and recommendations made by the "Special [Parliamentary] Committee on the Participation of Visible Minorities in Canadian Society", are described in White (1987) and Boxhill (1988). They include the following in connection with the question on ethnic origin:

- provision of a mark-in box for the convenience of persons who wished to report themselves as Black;

- increasing the number of write-in boxes from one in the 1981 Census to three in 1986, thereby providing additional opportunities for reporting multiple ethnic origins, and particularly, minority origins;

- origins which were regarded as components of the visible minority sub-population were included as examples of what respondents could provide as write-in information.

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These modifications did not entirely eliminate the need for adjustment in using ethnic origin data to identify the visible minority population. In this census, as in 1981, obtaining information on visible minorities required a strategy based on similar assumptions and prescriptive rules (see Coulter and Furrie 1989).

2.4 Testing for the 1991 Census

In recognition of an increasing need for visible minority data to address employment equity program requirements, Statistics Canada tested a variety of alternatives as it prepared for the 1991 Census.

Overcoverage Survey

This Statistics Canada survey was conducted in July 1986, shortly after 1986 census enumeration. Information on a series of topics, including questions on aboriginal status, ethnic origin, ethnic identity and affiliation, race and language (see Appendix D) was obtained by face-to face interviews of the survey population -- one person aged 15 or over from each household selected in the sample.

Of particular relevance to our discussion here, is the question on "Belong[ing] to Canada's visible or racial minority population". Question 21 asked:

Figure 1

Do you consider yourself to belong to Canada's visible or racial minority population?

    No; I do not consider myself to belong to Canada's visible or racial minority population.

    Yes, I do consider myself to belong to Canada's visible or racial minority population.

Would you please specify the racial or minority population to which you belong?

Answer-box categories were included for reporting Black, Chinese, Southeast Asian, South Asian, Pacific Islands, Arab, West Asians and Indigenous Central/South American. These were read to the respondent. All but Chinese had examples of component groups.

What is noteworthy in this approach is the introduction of race and the intimation of synonymity between visible and racial minority. This is consistent with the prescriptions of Employment Equity legislation. Also significant is the choice of words. Since there is often concern about the distinction between perceptual and factual (objective) information in measurement of the visible minority concept, a comment is relevant.

The phrase "consider yourself" suggests "perceptual" measurement - how respondents view themselves. This does not always result in the same information as that embodied in a "factual" measurement using the word "are". In the context of the Employment Equity Act, persons are in a visible minority whether they consider themselves to be or not. The distinction between the two concepts seems very clear. However, problems may still arise when persons are required to self-identify - regardless of whether the collection method is self-enumeration or use of an interviewer on the telephone.

Undoubtedly, some persons may be in a visible minority - on the basis of their race or colour - but not consider themselves and therefore not report themselves as such, even in response to a direct question. One reason for this may be the perception of a pejorative connotation to the term "visible minorities". As well, there is some evidence of respondent inability to understand the term without elaboration by interviewers (Boxhill and Hamm 1989). Not only might there be persons who are in a visible minority yet do not report themselves as such, but conversely, some persons who are not in a visible minority on the basis of race or colour may consider themselves to be and so report. There are therefore two possible sources of respondent error arising from use of an approach based on "consider yourself". Such misreporting (e.g. persons who are Swedish, Polish, or Italian reporting themselves as visible minorities) is described in White (1988). One can theorise that its reduction may be achieved by use of the more factual approach based on "Are you ..", in conjunction with a clear definition. With either approach, however, a clear statement or definition is required, indicating to what the respondent is answering Yes or No.

Modular Test II
This survey was conducted early in 1988 to test several ethnocultural questions in preparation for the 1991 Census; see Appendix E. Questionnaires were completed by

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self-enumeration, with a question on race or colour serving as a surrogate for inquiries on being in a visible minority. Results, as they pertain to identification of the visible minority population, are described in White (1988) and indicate that there were considerable problems with question format and terminology.

National Census Tests (NCT)

The NCT I was conducted in November 1988 and included questions on ethnic ancestry, ethnic identity and race or colour; see Appendix F. In response to the question on race or colour, persons were required to indicate whether they were "White", "Asian", "Black", or, if these categories were inappropriate for them, there was also the option of writing in a response of their choice.

Follow-up telephone interviews among selected segments of the population responding to the National Census Test were conducted 3 weeks and 4 months later. The questions of relevance to our discussions in this study are also included in Appendix F. Results of the National Census Test (NCT 1) are discussed in White (1990) and follow-up interviews in Boxhill and Hamm (1989).

In September 1989, a second National Census Test (NCT II) was conducted with the stated purpose of evaluating modifications and additions to certain questions (e.g. changes to question wording or response categories) posed on the November 1988 NCT questionnaire. Changes to the response categories for the ethnic ancestry and identity questions were among those identified for testing during NCT II. The formulations are included as Appendix G and results are described in White (1990). None of the national census tests indicated the potentiality for respondent problems in dealing with inquiries on race.
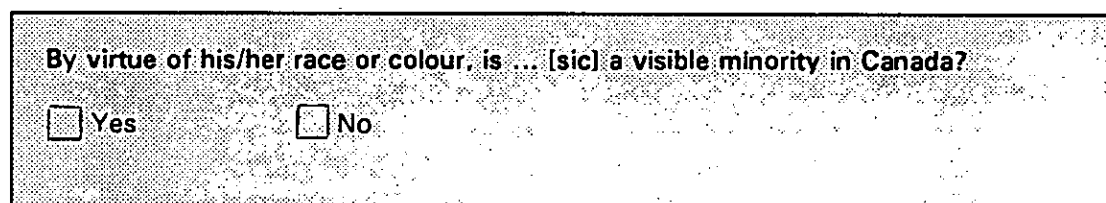
2.5 1991 Census

The questions finally decided upon for the 1991 Census were gazetted in July 1990. The topics which would normally be used in the identification of visible minorities are included as Appendix H. As in the 1981 and 1986 Censuses, there is no mention of, or reference to race or colour, or visible minority, in any of the census documents prepared for householders. Ethnic origin remains the pivot and may, as in previous censuses,

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require support from other inquiries on ethnocultural characteristics - birthplace, language and religion - in the process of identifying visible minorities. In anticipation of this, the Interdepartmental Working Group on Employment Equity has identified a strategy for obtaining the requisite counts (see Diagram 1 and Boxhill 1990).

2.6 Labour Market Activity Survey

Primarily to satisfy Employment Equity interests, the Labour Market Activity Survey (LMAS) included a number of questions seeking information on persons in a visible minority. Among these questions which were posed over the telephone was one seeking direct information on "being in a visible minority".
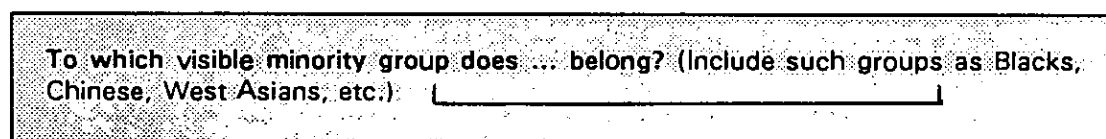
Figure 2

By virtue of his/her race or colour, is ... [sic] a visible minority in Canada?

☐ Yes   ☐ No

An answer of "Yes" leads to the following additional question:

Figure 3

To which visible minority group does ... belong? (Include such groups as Blacks, Chinese, West Asians, etc.) [_____]

By using these questions (the direct approach to obtaining information on being in a visible minority) in conjunction with responses to questions on cultural background[5] (the indirect or derivative approach), the LMAS also permits direct comparison of information obtained from both approaches. Analysis of the results of the 1987 LMAS is contained in Mohan (1990).

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[5] See Appendix I for the other ethnocultural questions in the LMAS (ethnic ancestry, religion, language first spoken and country of birth).

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Diagram 1

Assigning Persons to the Visible Minority Sub-population
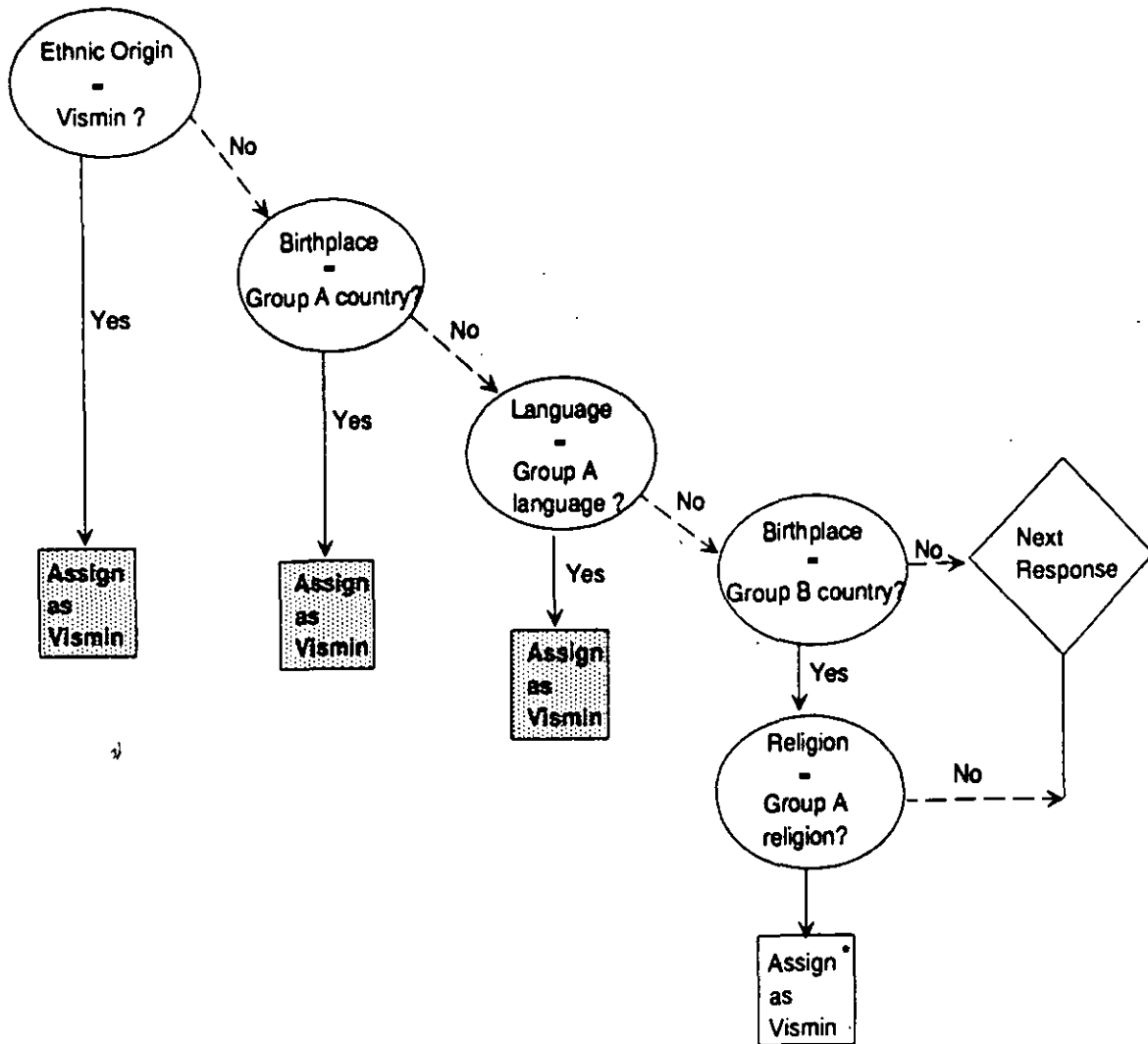
* author's option

A preliminary identification of Group A and Group B characteristics was undertaken by the IEEWG in November 1990.

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2.7 Other Statistics Canada Surveys

At the request of the Interdepartmental Working Group on Employment Equity, the Follow-up Survey of 1986 Graduates (1991) has included a question (see Appendix J) on visible minorities, with the expectation that such information will help address employment equity program requirements as these pertain to recent university graduates. Statistics Canada has also conducted other surveys which request information on the ethnic composition of the survey population. These surveys (see Appendix K) collect information on ethnic/cultural background. However, like the Census, they are not directly geared to the identification of visible minorities, since neither race, nor colour, nor information on being in a visible minority are requested.

Some data collection activities of the Canadian Centre for Justice Statistics e.g. Victim and Offence statistics of annual Homicide surveys, have recorded information on racial origin, with categorizations including Caucasian, Negroid, Mongoloid, Canadian Indian Eskimo and Métis (see Appendix L).

Section III: Other Survey Sources of Information on Visible Minorities

3.1 Federal Public Service

On the last page of forms used in "Application for Employment" in the federal public service, applicants are informed that the Public Service Commission of Canada is committed to ensuring equal opportunity for employment in the Public Service of Canada and supports Affirmative Action to promote the more equitable participation of the four designated groups; see Appendix M. Completion of this section indicating whether persons are in one of the designated groups is voluntary and applicants may, if they wish, answer the following question posed to obtain information on members of visible minority groups:

Figure 4

Are you by virtue of your race or colour, in a visible minority in Canada?
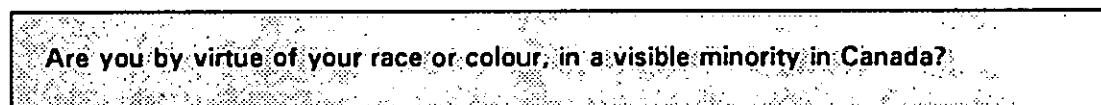
This question requires a Yes or No answer. Persons responding "Yes" are asked to indicate what is described as "the appropriate category" from among eight choices. A ninth is also included for persons who are unable to identify as being in one of the other eight categories.

Over the past few years since proclamation of the Employment Equity Act, federal public servants have also been requested to participate in surveys seeking information on the Employment Equity designated groups and their representation in the employ of the federal public service. Questionnaires used in these surveys are included in Appendix N.

3.2 Provincial Governments

In the context of information on visible minorities resident in the provinces and territories, provincial governments utilise census data produced by Statistics Canada and/or produced by Employment and Immigration Canada from information collected by Statistics Canada.

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Data related to the workforce composition and employment in provincial government institutions have been collected from special purpose surveys, such as the "I Count" survey mounted in 1987 by the Government of Ontario. As a reflection of differing emphasis across the country and relatively small numbers of visible minorities in some provinces, attention may be currently directed to women, or aboriginal peoples, or priority may have been assigned to obtaining counts of persons with disabilities.

3.3 Municipal Governments

Under the Employment Equity regulations, eight cities in Canada have been identified as "Employment Equity" cities. Information regarding the availability of data and mechanisms for collecting such data was requested from all eight Employment Equity cities, as well as a number of census metropolitan areas (CMAs), such as Ottawa-Hull. This request revealed that not all Employment Equity cities have yet undertaken the collection of data on designated groups, although all are planning to.

As is the case with data collection at the provincial level, surveys at the municipal level have not been surveys of the population resident in the various census metropolitan areas. Rather, they have been surveys of the population employed by the municipalities i.e. a determination of municipal workforce composition. Information pertaining to the 'visible minority' composition of the CMA population, or external availability data, is census-based.

3.4 University Sector

Work in connection with visible minorities is undertaken both in university faculties - Departments of Sociology/Anthropology, Government and Politics, Geography, Political Science, Law, Economics, Industrial Relations, Business Administration - and university administration/Human Resources, where Employment Equity Co-ordinators have been employed to address the requirements of employment equity legislation. As a result of the Federal Contractors Program, some 35 universities and colleges have already collected data by surveying members of faculty and support staff.

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Section IV: Questions/Approaches Used in Identifying Visible Minorities

4.1 Introduction

Several approaches have been put in place towards the objective of obtaining information on visible minorities. Surveys to collect information for Employment Equity purposes are usually voluntary. With the expectation that they would prove instructive, aspects of some of the questions used in these enquiries will now be discussed.

There appear to be three strategies in using **self-identification** to determine the visible minority population:

1. Direct question on being in a visible minority, or the Yes/No Approach;
2. Derivative approach, with questions requesting information on ethnic or racial group. Counts indicating how many persons are in a visible minority may be derived from this information;
3. Combination of direct and derivative approaches.

Various refinements may be instituted during the implementation of these approaches, as is illustrated over the next few pages. Another means of obtaining information on visible minorities is through **supervisory identification**. This approach is described in Section 4.6

4.2 Yes/No Approach

As evident from the examples provided in Figures 5 - 12, there may be significant variations in the information provided as a preamble in the Yes/No approach to determining who is in a visible minority. In some cases - such as Figure 5 - there may not even be a question.

Figure 5

Visible Minority Group: ☐ Yes ☐ No

(Black, Chinese, Filipino, South Asian, Japanese, Korean, South East Asian, West Asian, North African)

Other visible minority group (specify): |_____|

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In Figure 5, the interrogation is implicit rather than direct; a respondent marking either the 'Yes' or 'No' box is implicitly responding to a question on "being in a visible minority". The examples listed could be assumed (**incorrectly**), to be exhaustive. There is no "e.g." nor "etc." to suggest that this list is not complete. This is only implicit from inclusion of the category "other visible minority group". Further, except for persons who respond to the category "other visible minority group", no component or sub-group information is available from this approach. Note also that it is not clear what answering "Yes" means. Does it mean "yes" to being in one of the visible minority categories in brackets? If so, then the category "other visible minority" would be superfluous.

Other issues are noteworthy in interpretation of the terms South Asian, Southeast Asian, West Asian and North African, for example. Are the differences between these groupings sufficiently clear to respondents? Accompanying explanations may not be of much utility if, as has been suggested (Price Waterhouse 1988), respondents seldom read such material.

Figure 6

B15. The expression "visible minorities" refers to all people who have physical characteristics which differ from those of whites. Would you say that you yourself belong to a visible minority?

Yes 1
No 2
D.K 8
N.R 9
N.A 0

This question appears to be requesting an opinion. There is the additional problem, common to a number of inquiries, that the word "belong" may generate a perception of membership indicative of a conscious decision to join that group. Confusion may also be generated by the definition of visible minorities which has been presented. What are the "physical characteristics" referred to? The answer to this could vary from respondent to respondent; as a consequence, so could the answer to the question on belonging to a visible minority.

Figure 7

```
VISIBLE MINORITY
(Non-White people including native people)
Are you a member of a visible minority?
YES _____   NO _____
If yes, please indicate: _____
```

In this question, the information in brackets could be interpreted as being either an explanation of the term "visible minority" or an indication of persons to whom the question is directed. The latter was however, discounted as not being the likely intent of the inquiry. If it is assumed that the former is correct - i.e., a definition of visible minorities, - then this definition is not in accordance with the Employment Equity regulations, which separate aboriginal peoples and visible minorities as two distinct designated groups. However, where it is perceived that there are no differences in the requirements of these two groups, such operational adjustments are sometimes undertaken in connection with program delivery to address employment equity objectives.

To identify aboriginal peoples as a designated group separate from other visible minorities, a question on being aboriginal is usually posed prior to requesting information on being in a visible minority. Persons indicating that they are aboriginal are then requested to skip a question on race or ethnic origin. On the questionnaire from which Figure 7 was extracted, this was not the case and the distinction between aboriginal peoples and other visible minorities is not made.

In identifying the aboriginal population, response categories sometimes follow the approach of the 1981 Census in differentiating Canada's native peoples into Inuit, Métis, Status Indian and non-Status Indian. Such approaches may only partially avoid the misreporting problem encountered in the 1981 Census, where persons of Asiatic or East Indian ancestry responded that they were status Indian or non-status Indian (Boxhill 1985). In situations where persons who respond that they are aboriginal are required to skip questions on racial or ethnic origin, erroneous responses may be difficult to identify.

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Figure 7 also indicates that any person responding in the affirmative to the question posed is required to provide additional information. Exactly what is to be indicated is not clear, though it may be interpreted to be the visible minority sub-group which resulted in the "Yes" answer. This information is extremely valuable in verifying the "Yes" response. If, for example, a respondent answered "yes" to the question but wrote in Polish, this would not conform with the descriptions under the Employment Equity legislation. Edits may therefore be required to isolate valid from erroneous responses.

Figure 8

Faite-vous partie d'une des minorités visibles du Canada (personnes de race autre que la race blanche)?

[1] Oui   [0] Non
37   37

Figure 8 is similar to Figure 7 in presenting a simple definition without specifying component groups. Unlike Figure 7, however, the probe in Figure 8 does not permit verification of the Yes or No response, since respondents are not requested to clarify anything through the provision of additional information.

Figure 9

QUESTION 2:   Members of Visible Minorities

Members of visible minorities are persons who are non-Caucasian in race or non-white in colour (other than aboriginal people).

Are you a member of a visible minority group?

[ ] YES   [ ] NO

If yes, please specify which group: [_____]

Figure 9 indicates another way of excluding the aboriginal population from the designated group of visible minorities. Note that the identification of the target population is achieved through use of terms which are consistent with that under Employment Equity legislation.

Figure 10

> VISIBLE MINORITIES: Visible minorities are those groups who by virtue of their race or colour are in a minority in Canada. Examples of visible minority groups are Blacks, East Asians, Indo-Pakistanis, South-East Asian and West-Asian or Arab.
>
> Are you a member of a visible minority? ( ) Yes ( ) No

Figure 11

> QUESTION 2: PERSONS FROM VISIBLE MINORITY GROUPS
> Visible minorities consist of individuals, other than aboriginal peoples, whose race or colour place them among Canada's visible minorities, and who identify themselves as such. The Treasury Board, among others, defines Arabs or West Asians, Blacks, Chinese, Filipinos, Indo-Pakistanis, Japanese, Koreans, South-East Asians, as belonging to visible minorities.
>
> Within this definition, are you a member of a visible minority?
>
> ☐ Yes ☐ No

Both Figure 10 and Figure 11 provide examples of what is meant by the term visible minority. In Figure 10, the language of the Employment Equity Act ("by virtue of")[6] is repeated and a number of groups which are considered to be components of the visible minority population in Canada are indicated. However, the composition of aggregates such as East Asians, Southeast Asian and West Asian or Arab is not clarified for respondents. Since aboriginals are not specifically excluded, they may respond in the affirmative to being a member of a visible minority. Such responses cannot be edited, since no information has been requested to facilitate placing respondents in any group.

In Figure 11, it is suggested to respondents that the definition of visible minorities is based on race or colour within the Canadian context. Some of the groups considered to be visible minorities are presented, as is the fact that aboriginal persons are not included

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[6] Some find this phraseology a bit formal and prefer a much simpler formulation such as "because of". See, for example, Figure 12.

as visible minorities. The provision of a definition and examples of what is considered to comprise the visible minority population in Canada will undoubtedly aid many persons in providing correct answers to a question requiring a Yes/No answer.

Figure 12

```
3. VISIBLE MINORITIES

    Visible minorities are groups who because of their race or colour are in a
visible minority in Canada.  Visible minority includes groups such as Black, East
Asian, West Indian, Indo-Pakistani, Middle Eastern, Southeast Asian and Pacific
Islanders.  Individuals who were born in Canada or are Canadian citizens may
identify themselves as a visible minority.  This does not include groups of ethnic
origin such as German, Italian, Russian, Portuguese, etc.

    Do you consider yourself to be part of a visible minority group?

    1.  yes
    2.  no
```

The example in Figure 12 takes clarification one step further. Not only is a definition of visible minority provided (with the word **visible** emphasized) and examples of groups included, but examples of categories to be excluded are also given. Thus, ethnic minorities of European origin, such as "German, Italian, Russian, Portuguese, etc." are not to be included.

4.3 Ethnic or Racial Origin Approach

Several observations may be made about this approach.

- one question can lead to identification of specific components of the visible minority population;

- aboriginals are not identified as a group to be excluded, nor is a separate question required to identify them;

- the groups listed may include the category "white";

- the term visible minority need not be used;

- the list of groups included may be adjusted to reflect the composition of the population in the locality where the survey is being conducted. This is illustrated through comparison of the examples in Figures 13 and 14.

21

Figure 13

> Which of the following best describes your race or colour? (please circle as many as apply, regardless of your country of birth)
>
> 1.　　Black
> 2.　　Korean
> 3.　　Filipino
> 4.　　Japanese
> 5.　　Chinese
> 6.　　Native/Aboriginal Peoples of North America (North American Indian, Métis, Inuit/Eskimo)
> 7.　　South Asian (for example, Indian from India, Indian from Uganda, Pakistani, Punjabi, Tamil)
> 8.　　South East Asian (for example, Vietnamese, Thai, Laotian)
> 9.　　West Asian or North African (e.g., Armenian, Syrian, Moroccan)
> 10.　White (for example, British, French, European, Latin/South American of European background)
> 11.　Other racial group not mentioned above. (Print specific group)
> ｜＿＿＿＿＿＿＿＿＿＿＿＿＿＿｜

Figure 14

> A number of racial groups that comprise the Canadian population are listed below. Please check the box that best describes your racial origin: (we are *not* seeking information on nationality or religion)
>
> ☐　Black (e.g., African Black, American Black, Canadian Black, West Indian Black, Other Blacks)
>
> ☐　East Asian (e.g., Chinese, Fijian, Japanese, Korean, and Polynesian)
>
> ☐　South Asian (e.g., Bangladeshi, Indian (India), Pakistani, and Sri Lankan)
>
> ☐　South-East Asian (e.g., Burmese, Cambodian, Filipino, Laotian, Malaysian, Thai, Vietnamese)
>
> ☐　West Asian (e.g., Arab, Armenian, Egyptian, Iranian, Israeli, Lebanese, North African Arab, Palestinian, Syrian, Turkish)
>
> ☐　White (e.g., British, European, Latin/South Americans of Caucasian background, Russian, Ukrainian)
>
> ☐　Other (e.g., Mixed racial heritage; racial group not referred to above). Please specify: ｜＿＿＿＿＿＿＿＿＿＿＿｜

In Figure 13, Korean, Filipino, Japanese and Chinese are shown as separate categories.

In Figure 14, by contrast, Korean, Japanese and Chinese have been grouped together as East Asian, while Filipino has been included in the category Southeast Asian.

The order in which categories are listed may also be varied to reflect numerical predominance in the survey area. Thus, in localities with large numbers of Blacks, this could be placed as the first category. In areas where Chinese are the predominant minority population, then Chinese may be listed first. For those concerned about incidence listing and apparent priority of sequencing, alphabetic listing remains a viable option, as in Figures 14 and 16.

Figure 15

Race (note that race does not refer to country of birth, citizenship or religious affiliation)

☐   Native Peoples (e.g., Indian, Inuit, Metis)

☐   Black (e.g., Canadian, American, African, West Indian)

☐   East Asian (e.g., Chinese, Japanese, Korean)

☐   South Asian (Bangladeshi, Indian, Pakistani, Sri Lankan)

☐   South East Asian (Burmese, Cambodian, Filipino, Laotian, Malaysian, Thai, Vietnamese)

☐   West Asian (e.g., Arab, Armenian, Egyptian, Iranian, Israeli, Lebanese, Palestinian, Syrian, Turkish)

☐   White (e.g., British, French, European, Latin/South American of Caucasian background, Russian, Ukrainian)

☐   Other (e.g., mixed racial heritage, racial group not referred to above) Please specify: _____

In this example, note that Indian is included in both "Native peoples" and "South Asian" with the potential for problems discussed in Boxhill (1985) i.e. persons who are not aboriginal peoples responding that they are because of the word Indian.

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Figure 16

ORIGIN
4. A number of RACIAL and ETHNIC groups that comprise the _____ population are listed below. Please check the box that best describes your RACIAL or ETHNIC origin.

☐ Black (e.g. African, American, Canadian, West Indian, Other)

☐ East Asian (e.g. Chinese, Japanese, Korean, Taiwanese)

☐ Native Canadians (e.g. Canadian Indian, Inuit, Métis)

☐ Oceanic (e.g. Fijian, Melanesian, Micronesian, Polynesian, Tahitian)

☐ Other Native Peoples (e.g. American Indian, Central/South American Indian including Chilean, Columbian, Ecuadoran, Mexican, and Peruvian people of native origin)

☐ South Asian (e.g. Bangladeshi, Indian (India), Nepalese, Pakistani, Sri Lankan)

☐ South-East Asian (e.g. Burmese, Cambodian, Filipino, Indonesian, Laotian, Malaysian, Thai, Vietnamese)

☐ West Asian (e.g. Arab, Armenian, Egyptian, Iranian, Israeli, Lebanese, North African Arab, Palestinian, Syrian, Turkish)

☐ White (e.g. British, French, Other White European, White Latin American, Other Whites)

☐ Other (e.g. Mixed racial/ethnic heritage, racial/ethnic group not referred to above)

Please specify: |_____|

Providing a listing of specific categories could serve a dual purpose: first, to establish the proportion of visible minorities for Employment Equity purposes; and second, to establish the ratio of specific racial/ethnic groups in an area that is covered by the survey. This last consideration could lead to the creation of any number of categories depending on community or research needs.

4.4 Combination of Yes/No Approach with a Listing of Groups

This approach combines a definition of visible minority with a question requiring a Yes/No answer and a list of categories, the responses to which can be used to validate the "yes" answer. These responses can also be used to determine the sizes of component groups.

Figure 17

```
PERSONS FROM VISIBLE MINORITY GROUPS

Members of visible minority groups are persons of race or colour other than that of
the majority of the population of Canada

Are you a member of a visible minority group?
    [  ] YES   [  ] NO

If yes, please indicate whether you are: (check only one category)
    [  ] Black                    [  ] West Asian or Arab (Middle East)
    [  ] Chinese                  [  ] Southeast Asian (Burma, Laos, Vietnam,
                                       Thailand, Kampuchea, etc)
    [  ] Japanese                 [  ] Oceanic (Polynesia, Melanesia,
                                       Micronesia)
    [  ] Filipino                 [  ] Indo-Pakistani
    [  ] Korean                   [  ] (South Asia)
    [  ] Mixed Race               [  ] Other Visible Minority Group
    Please Specify                Please Specify
    _____          _____
```

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Figure 18

MINORITÉS VISIBLES

Les membres de minorités visibles sont des personnes dont la race ou la couleur est différente de celle de la majorité de la population du Canada

Selon la définition ci-dessus, appartenez-vous à une minorité visible?

☐ Oui ☐ Non. Si non, passez à la question 4

Si oui, veuillez préciser à quelle minorité visible vous appartenez. *(Cochez une seule case)*

☐ Antillais, Africain ou Noir de vieille souche américaine ou canadienne.

☐ Moyen-Oriental (Libanais, Iranien, Syrien, etc.)

☐ Asiatique du Sud-Est (Vietnamien, Cambodgien, Malais, Indonésien, etc.)

☐ Africain du Nord (Marocain, Algérien, Tunisien, Egyptien, etc.)

☐ Asiatique du Sud (Indien, Pakistanais, Srilankais, etc.)

☐ Insulaire du Pacifique (Philippin, Polynésien, etc.)

☐ Asiatique de l'Est (Chinois, Coréen, Japonais, etc.)

☐ Latino-Américain

☐ Autre (précisez) _____

4.5 Special Case

Each of the preceding questions on visible minorities and racial origin was, in all cases, only one question in a series of questions asked on the survey forms. If questions on language or religion were posed in the survey, they were never used in conjunction with the term "minority". Figure 19 is unique in differing from this approach.

Figure 19

```
7.   Do you identify yourself as a member of a minority community within____?
     [___] 1. Yes      2. No
     NOTE:  If you answered No, go to Question 12
            If you answered Yes, in Question 7, explain your answer by
            completing as many as apply to you from questions 8, 9, 10, and 11.


8.   Is this identification based on language?
     [___] 1. Yes      2. No      Which language? _____


9.   Is this identification based on race?
     [___] 1. Yes      2. No      Which race? _____


10.  Is this identification based on religion?
     [___] 1. Yes      2. No      Which religion? _____


11.  Is this identification based on national origin?
     [___] 1. Yes      2. No      Which national origin? _____
```

In Figure 19, not only is the word "minority" introduced, but attempts are made to measure its association with language, race, religion, and national origin. Respondents are asked to indicate whether being in a minority is based on these traits. Note also that "identify yourself" may be indicative of affinity as in "I identify myself as a Christian" or "I stand up to be counted". The potential for an inaccurate count in such an approach is not insignificant.

4.6 Supervisory Identification and the Visible Minority Population

The approaches described earlier use questionnaires through which respondents (usually all the employees in an organization) can self-identify as being/not being in a visible minority in Canada, or from which such information may be derived. Information on visible minorities has also been supplemented by supervisory identification (the head count or managerial estimate approach). In this, supervisors of employees are requested to determine who in their workforce satisfy the criteria of being in a visible minority in Canada, i.e., being non-white in colour or non-Caucasian in race. When supervisory identification is used, the supervisor who will be doing the categorization is given a series of instructions and a list of which groups are to be considered as visible minorities. This list and associated explanations often cannot be included in a self-identification questionnaire, without increasing respondent burden.

There is evidence that on its own, supervisory identification does not work, despite considerable training of supervisors and the availability of a detailed listing of categories. In connection with one survey, it was pointed out that:

> *"A validity check was undertaken on the observer rated data collection methodology. Recoding of randomly selected personnel was conducted by managers other than the original raters. Analysis comparing the two ratings yielded an unacceptable error rate".*

Employee verification (which must be undertaken if supervisory identification is not to contravene the voluntary, self-reporting tenets of Employment Equity legislation) may also lead to changes in the information collected by supervisory identification. While some persons who are undoubtedly in a visible minority in Canada, may be identified as such by supervisory identification, the phenomenon of passing, suggests that this approach is not one which is removed from the possibility of major errors. Decisions based on pictures generated for biographic profiles or on employee identification cards have the potential to be error-prone, in addition to offending employees who may feel that they are being used - without their knowledge and consent - in reports to make an organization "look good". Such practices are tantamount to exploitation and an invasion of privacy and weaken efforts at implementing employment equity.

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Section V: Multiple Responses and Visible Minorities

The 1986 Census question on ethnic origin requested that respondents mark as many groups as apply. This, in combination with an increase in the number of write-in spaces, led to an increase in the number of multiple origins between the 1981 and 1986 Census. These multiples, as they affect the visible minority population, are of two types:

    (a)   one or more visible minority groups in combination with one or more groups which are not in a visible minority, as in Black and German;

    (b)   two or more visible minority groups, as in Chinese and Vietnamese.

These multiples are often interpreted as emanating from persons who have one parent in one group and the other parent in the second group reported. Not all multiples, however, are generated by different parental origins. A person reporting Spanish and Puerto Rican is not necessarily reporting multiple ancestry; nor is a person reporting Black and Jamaican. One must therefore verify whether the multiple response comprises a combination of ethnic and nationality reporting.

For operational purposes, as has been suggested by Kralt (1986), persons who report a white and visible minority origin (as in Type a above) may be considered in a visible minority. Type b responses (multiples among visible minority groups) would also be included in the visible minority population, although assignment to individual component groups would likely always be the subject of debate. Is a person reporting Black and Chinese to be counted as Black, or Chinese, or both in providing data from surveys? There is not likely to be an answer which is free from controversy.

Section VI: Use of the Term "Visible Minorities" in the Press

A comprehensive and on-going review would be required to draw specific conclusions as to the message being sent through the press and its impact on identifying or being identified as a visible minority in Canada. Although such a comprehensive review was not undertaken, it is still possible to make a number of observations based on the several articles pertaining to visible minorities reviewed in the course of preparing this report.

The term "visible minorities" has been mentioned in every section of the country's major newspapers, in the context of the following:

- action news, i.e., crime, sports;
- business;
- government;
- human interest stories;
- editorials;
- backgrounders (e.g., stories on specific minority groups);
- commentary or opinion columns (e.g., letters to the editor).

The impact of the newspapers on the reader's views of visible minorities will depend on many factors, such as the newspaper's style, presentation or viewpoint, and the reader's interests. Readers who are only interested in crime and police stories may be left with negative views of some visible minorities. On the other hand, human interest stories or stories of achievement involving visible minorities would tend to have a positive impact.

Although the term 'visible minority' is rarely explained in the press, recurring usage may result in familiarity for the population. Inconsistent usage may also generate problems of interpretation for readers. As used in the press, minority can refer to anything from ethnic minorities, to audible minorities, and to persons with disabilities. One obvious example of usage which may affect identification of the visible minority population is in the interchange of ethnic and visible. While some groups are both ethnic and visible minorities, (e.g., Chinese, Vietnamese), others are ethnic but not visible minorities in Canada (e.g., Polish and Portuguese).

Everyday usage may also differ from usage in a legalistic and official setting. Under the Employment Equity Act, for example, the designated group "aboriginals" is differentiated from "visible minorities". However, since visible minorities are identified as persons who are non-white, the distinction between aboriginals and visible minorities is one which may not always be easy to implement in data collection or in the presentation of information to the public. The following excerpt from a Canadian Press article is relevant in this regard:

Figure 20

Title:	*Police Forces Urged to Recruit From Ethnic Groups, Natives*
Text:	*Aylmer Ont. (CP) - Police forces must be more aggressive in recruiting native Canadians and members of other visible minority groups, delegates to a chiefs of police conference were told this weekend. ...*

Use of 'other' to describe visible minority groups suggests that native Canadians are part of the visible minority population. Recruiting from ethnic groups (title) does not necessarily mean recruiting from visible minority groups as the text is indicating.

Section VII: General Experiences with Conducting Surveys on Visible
Minorities

A clear statement or definition of what is meant by visible minorities is regarded as necessary in order to obtain "better" results from surveys on this subject. Better is often viewed as a reduction in the discrepancy between the number of persons who report themselves as 'visible minorities'(self identification) and the numbers which may be revealed through verification by visual inspection, or which can be derived from information on cultural background (derived method). At issue is the distinction between "consider or identify yourself" and "are", as discussed earlier.

Further, use of the term "member" in posing questions may be perceived as conveying the notion of membership card, association and formal gatherings.

Example: Do you consider yourself to be a member of a visible minority group?

Similar problems may arise with use of the phrase "belong to" as in: Do you belong to a visible minority group?

While this perception of "membership in" has implications for data collection, finding a way around use of the word "member" is often extremely difficult, as is evident from the Employment Equity Act itself.

In responding to survey questions seeking to determine whether or not persons are in a visible minority, several issues appear to be important for respondents. The first is simplicity and clarity of the questions and response categories provided, with subtleties avoided. Secondly, the purpose of the survey and uses of the data must be clearly enunciated. Thirdly, respondents often need to see some value (for them) in terms of the stated purpose. Fourthly, the notion of an invasion of privacy often surfaces, resulting in a reluctance to provide any information. Finally, respondents need to feel secure that the confidentiality of the information they provide is guaranteed and cannot be used against them. These issues are inter-related.

Clarity involves those who ask the questions to collect the information on visible minorities, those who respond to them and those who interpret the answers. Misconceptions can arise anywhere in this process. As noted, approaches to the collection of information vary considerably as does the level of clarity.

In several of the surveys reviewed, the approach has been to provide a definition or description of what is meant by visible minority followed by a question aimed at determining whether the characteristics described apply to the respondent. These definitions vary from a repeat of the information provided in the Employment Equity regulations - persons who are non-white in colour or non-Caucasian in race - to more elaborate identifications which include a listing of some of the relevant groups. Such listings tend to be exemplary rather than exhaustive. While simple definitions may not always be clear, technically precise and all-encompassing, it is suggested that identification of the visible minority population as those persons who are non-white does not appear to generate major problems in interpretation for respondents.

The purpose of the survey has generally been handled by associating the request for information with the requirements under Employment Equity legislation. In some cases, even this has not resulted in high response rates, although it would be inaccurate to conclude that poor response is a problem everywhere. Some institutions are proud at having achieved high response rates to their inquiries, while others note that they have not had much success, despite what may be interpreted as similar approaches. Perhaps the differences may be due to timing and preparatory work; perhaps to the composite populations and the voluntary nature of the survey. Again, it is likely that response rates will commensurate with increasing awareness of employment equity initiatives and their objectives.

What's in it for the survey population? This appears to be an extremely difficult message to convey. Indeed the message tends to be vague and general, e.g. to improve the employment situation of visible minorities and other designated groups. In a sense, this issue may be regarded as a Catch-22 -- one arising from a need to demonstrate positive results for a target population, a population which may be reluctant to identify until such positive results and benefits are demonstrated. Negative images, suspicion, cynicism and backlash fears compounded within the context of a computerised society do not make the tasks of data collection any easier.

Concerns regarding an invasion of privacy and protection of personal information have been suggested as significant. All evidence indicates that these issues have been handled extremely well. Nonetheless, specific even if isolated incidents, such as concerns expressed by some Arab-Canadians at what was perceived as harassment by the RCMP and CSIS during the Persian Gulf crisis ferment suspicion and underscore the sensitivity of any information relating to the identification of minority groups.

Obtaining the permission of provincial human rights agencies and employee unions, and making reference to similar surveys done elsewhere have been instituted to address concerns related to the invasion of privacy and legitimacy of inquiries. Still, absolute guarantees do not necessarily assure everyone that the data collected will remain confidential. This, however, is an operational reality which is faced by all survey undertakings. Some respondents need to be reassured that the data provided are for the purpose stated and will not, under any circumstances, be shared with persons other than those conducting the survey. Survey practitioners have gone to great lengths to provide such guarantees, sometimes with input from the most senior levels of the organization, or through advisory committees.

Section VIII: Conclusion

The following aptly sums up the nature of some of the issues facing those surveying or seeking information on the visible minority subpopulation.

> *"Past experience has indicated to me that people are somewhat reluctant to classify themselves in any way. Some are confused as to what visible minority groups they belong to. Others have indicated that visible minority groups should be exhaustive ..."*

The challenges in dealing with these concerns are not insurmountable, though as suggested elsewhere (Boxhill 1990), several decisions - such as which groups, what questions - have been deferred to employment equity practitioners.

While some may resist use of the term visible minorities, it is now part of the Canadian vocabulary, although not always used with the same meaning. A clear and consistent definition may eradicate a number of problems in comprehension and collection of data on this sub-set of the Canadian population. Is it clear, for example, that the term "visible minorities" within the context of current Employment Equity legislation does not encompass immigrants who are white, even though they may be having employment and other adjustment problems because of current inabilities to function in either of the country's official languages? Is the over-riding issue one of employment, both hiring and promotional opportunities for those who are systematically excluded because of visible differences from the majority population? Are racism and discrimination the implicit though often-avoided issues? Is the issue the legislated protection of rights which include but go beyond simply having a job? Are all these inter-related in ways which many are unwilling to enunciate? At times, all and more have been associated with visible minorities.

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APPENDICES

Appendix A - Collecting Information on Race in the Census

COLLECTING INFORMATION ON RACE IN THE CENSUS

1901

47. The races of men will be designated by the use of "w" for white, "r" for red, "b" for black and "y" for yellow. The whites are, of course, the Caucasian race, the reds are the American Indian, the blacks are the African or negro, and the yellows are the Mongolian (Japanese and Chinese). But only pure whites will be classed as whites; the children begotten of marriages between whites and any one of the other races will be classed as red, black or yellow, as the case may be, irrespective of the degree of colour.

53. Among whites the racial or tribal origin is traced through the father, as in English, Scotch, Irish, Welsh, French, German, Italian, Scandinavian, etc. Care must be taken, however, not to apply the terms "American" or "Canadian" in a racial sense, as there are no races of men so called. "Japanese," "Chinese" and "negro" are proper racial terms: but in the case of Indians the names of their tribes should be given, as "Chippewa," "Cree," etc. Persons of mixed white and red blood—commonly known as "breeds"—will be described by addition of the initial letters "f.b." for French breed, "e.b." for English breed, "s.b." for Scotch breed and "i.b." for Irish breed. For example: "Cree f.b." denotes that the person is racially a mixture of Cree and French; and "Chippewa s.b." denotes that the person is Chippewa and Scotch. Other mixtures of Indians besides the four above specified are rare, and may be described by the letters "o.b." for other breed. If several races are combined with the red, such as English and Scotch, Irish and French, or any others, they should also be described by the initials "o.b." A person whose father is English, but whose mother is Scotch, Irish, French, or any other race, will be ranked as English, and so with any others—the line of descent being traced through the father in the white races.

1911

Citizenship, Origin and Religion. In columns

9, 10 and 11 entries will be made for the citizenship, origin and religion of each person. Column 9 will give the country or place of birth of each person. If born in Canada, give the name of province or territory, as Quebec, Northwest Territories, etc., and if elsewhere out of Canada give the name of the country, as England, France, Germany, etc. Column 10 will give racial or tribal origin, as English, French, Eskimo, Cree, half-breed, etc. Column 11 will give religion, as Anglican, Roman Catholic, pagan, etc.

ORIGINS. The racial or tribal origins of the people are given in Tables VII to XIV.

RECENSEMENT DU CANADA, 1921

TABLE 22. Origins in 1921, 1911 and 1901 and proportion per cent which the people of each origin form of the total population.

TABLEAU 22. Origines en 1921, 1911 et 1901, et pourcentage de la population de chaque origine.

Origins — Origines	Population			Number per cent of population — Proportion pour cent de la population		
	1921	1911	1901	1921	1911	1901
British races—Races britanniques	*4,868,903*	*3,896,985*	*3,063,195*	*55·40*	*54·08*	*57·05*
English—Anglaise...................	2,545,496	1,823,150	1,260,899	28·93	25·30	23·47
Irish—Irlandaise..................	1,107,817	1,050,384	988,721	12·61	14·58	18·41
Scotch—Ecossaise..................	1,173,637	997,880	800,154	13·35	13·85	14·90
Other—Autres...................	41,953	25,571	13,421	·48	·35	·25
European races—Races européennes......	*3,696,902*	*2,978,617*	*2,106,018*	*42·07*	*41·33*	*39·21*
French—Française.................	2,452,751	2,054,890	1,649,371	27·91	28·52	30·70
Belgian—Belge...................	20,234	9,593	2,994	·23	·13	·06
Bulgarian & Roumanian—Bulgare et Roumaine...................	15,235	5,875	354	·17	·08	·01
Finnish—Finlandaise..............	21,494	15,497	2,502	·24	·22	·05
Greek—Grecque.................	5,740	3,594	291	·06	·05	·01
Hebrew—Hébraïque..............	126,196	75,681	16,131	1·44	1·05	·30
Italian—Italienne.................	66,769	45,411	10,834	·76	·63	·20
Polish—Polonaise.................	53,403	33,365	6,285	·61	·46	·12
Scandinavian—Scandinave¹.........	167,359	107,535	31,042	1·90	1·49	·58
Swiss—Suisse...................	12,837	6,625	3,865	·15	·09	·07
Other European—Autres races européennes²	754,884	520,551	382,349	8·59	8·61	7·11
Asiatic races—Races asiatiques..........	*65,731*	*43,017*	*23,731*	*·75*	*·60*	*·44*
Chinese—Chinoise.................	39,587	27,774	17,312	·45	·39	·32
Hindu—Hindoue..................	1,016	2,342	–	·01	·03	–
Japanese—Japonaise..............	15,868	9,021	4,738	·18	·13	·09
Turkish—Turque..................	313			·01		
Syrian—Syrienne.................	8,282	3,880	1,681	·09	·05	·03
Armenian—Arménienne............	665			·01		
Indian—Indienne......................	110,814	105,492	127,941	1·26	1·46	2·38
Negro—Nègre.......................	18,291	16,877	17,437	·21	·23	·32
Various—Diverses.....................	6,593⁴	18,310	1,454	·08	·26	·03
Unspecified—Non-spécifiées............	21,249	147,345	31,539	·24	2·04	·59
Totals—Totaux..................	8,788,483	7,206,643	5,371,315	100·00	100·00	100·00

¹ Includes: Danish, Norwegian, Icelandic, Swedish.

² Includes: Austrian, German, Bukovinian, Dutch, Galician, Hungarian, Russian, Ruthenian, Bohemian, Moravian, Serbo-Croatian, Lithuanian, Lettish, Ukranian, Laplander.

³ Includes: Algerian, Arabian, Argentinian, Brazilian, Chilian, Egyptian, Eskimo, Hawaiin, Haytian, Jamaican, Korean, Malayan, Maltese, Maoric, Mexican, Persian, Peruvian, Philippine, Portuguese, Spanish.

¹ Comprend: Danoise, Norvégienne, Islandaise, Suédoise.

² Comprend: Autrichienne, Allemande, Bukovinienne, Hollandaise, Galicienne, Hongroise, Russe, Ruthène, Bohémienne, Morave, Sorbo-Croate, Lithuanienne, Lettonne, Ukranienne, Laponne.

³ Comprend: Algérienne, Arabe, Argentinienne, Brésilienne, Chilienne, Egyptienne, Esquimau, Hawaiinne, Haïtienne, Jamaïcaine, Coréenne, Malaise, Maltaise, Maorie, Mexicaine, Persane, Péruvienne, Philippine, Portugaise, Espagnole.

CHAPTER VIII

RACIAL ORIGIN

The summary tables on racial origin* in this section include comparative figures by provinces since 1871 and, for 1931, a cross-classification by birthplace, age, sex and religion. The first of these tables is designed to show the growth of the different racial strains and to give a general view of their distribution throughout Canada. The second and fourth tables are mainly for the purpose of providing a background for racial differentiation as shown in the censuses of Canada (the question, as to whether the facts revealed by the data on racial origins are not equally revealed by data on birthplace alone, is answered by pointing out that in the case of many of the races the majority were born in Canada or the United States). Even the differentiation of British origins—English, Irish, Scottish, etc.—seems justifiable in so far as Canada is concerned, especially from the point of view of historic interest, rates of growth, and movement. There are also undoubted racial tendencies as regard religion, in addition to those in regard to country of birth. The table on age, by sex, serves to reveal many basic attributes differentiating race, such as comparative fertility, death rates, and occupational tendencies.

CENSUS OF CANADA, 1931

TABLE 31. Population classified according to sex and racial origin by provinces, 1931—Con.

No.	Origins—Origines		Canada	Prince Edward Island	Nova Scotia
	European Races—Con.—Européennes-suite				
1	Jugo-Slavic—Yougo-Slave	Total	16,174	-	253
2		M.-H.	11,732	-	219
3		F.	4,442	-	34
4	Lithuanian—Lithuanienne	Total	5,876	-	187
5		M.-H.	3,651	-	104
6		F.	2,225	-	83
7	Norwegian—Norvégienne	Total	93,243	17	501
8		M.-H.	53,537	12	292
9		F.	39,706	5	209
10	Polish—Polonaise	Total	145,503	-	1,488
11		M.-H.	82,088	-	839
12		F.	63,415	-	649
13	Roumanian—Roumaine	Total	29,056	-	189
14		M.-H.	16,781	-	131
15		F.	12,275	-	58
16	Russian—Russe	Total	88,148	-	575
17		M.-H.	48,130	-	359
18		F.	40,018	-	216
19	Swedish—Suédoise	Total	81,306	20	576
20		M.-H.	48,049	7	335
21		F.	33,257	13	241
22	Ukrainian—Ukranienne	Total	225,113	-	871
23		M.-H.	122,772	-	549
24		F.	102,341	-	322
25	Other—Autres	Total	6,232	3	484
26		M.-H.	3,473	-	265
27		F.	2,759	3	219
28	*Asiatic Races—Asiatiques*	*Total*	*84,548*	*166*	*1,559*
29		*M.-H.*	*65,169*	*99*	*974*
40		*F.*	*19,379*	*67*	*585*
31	Chinese—Chinoise	Total	46,519	31	340
32		M.-H.	43,051	27	304
33		F.	3,468	4	36
34	Japanese—Japonaise	Total	22,342	-	4
35		M.-H.	13,803	-	2
36		F.	9,539	-	2
37	Other—Autres	Total	14,687	135	1,215
38		M.-H.	8,315	72	668
39		F.	6,372	83	547
40	Eskimo—Esquimau	Total	5,979	-	-
41		M.-H.	3,116	-	-
42		F.	2,863	-	-
43	Indian—Indienne	Total	122,911	233	2,191
44		M.-H.	62,943	112	1,137
45		F.	58,968	121	1,054
46	Negro—Nègre	Total	19,456	70	7,361
47		M.-H.	10,186	39	3,820
48		F.	9,270	31	3,541
49	Various—Origines diverses	Total	681	-	20
50		M.-H.	371	-	9
51		F.	310	-	11
52	Unspecified—Non spécifiée	Total	8,898	32	351
53		M.-H.	4,176	12	150
54		F.	4,722	20	201

CENSUS OF CANADA, 1931

TABLE 32. Population, male and female, classified according to racial origin, by counties or census divisions, 1931

No.	Origins—Origines	CANADA	PRINCE EDWARD ISLAND			
			Kings	Prince	Queens	TOTAL
1	Population................Total	10,376,786	19,147	31,500	37,391	88,038
2	M.-H.	5,374,541	19,143	16,317	18,932	45,392
3	F.	5,002,245	9,004	15,183	18,459	42,646
4	*British Races—Britanniques................Total*	*6,381,071*	*17,571*	*22,595*	*33,592*	*73,758*
5	M.-H.	*3,753,665*	*9,318*	*11,595*	*17,983*	*38,056*
6	F.	*2,627,406*	*8,253*	*10,900*	*16,569*	*35,722*
7	English—Anglaise................M.-H.	1,398,513	1,994	4,343	5,616	11,953
8	F.	1,342,906	1,778	4,198	5,477	11,445
9	Irish—Irlandaise................M.-H.	630,495	2,009	3,057	4,124	9,190
10	F.	600,313	1,803	2,705	4,000	8,508
11	Scottish—Ecossaise................M.-H.	690,138	8,294	4,244	7,255	18,793
12	F.	658,212	4,864	3,873	7,059	15,696
13	Other—Autres................M.-H.	34,519	21	51	28	100
14	F.	27,975	18	24	33	73
15	*European Races—Européennes................Total*	*4,753,212*	*1,515*	*8,714*	*3,550*	*13,779*
16	M.-H.	*2,474,915*	*795*	*4,525*	*1,774*	*7,094*
17	F.	*2,278,327*	*780*	*4,189*	*1,778*	*6,685*
18	French—Française................M.-H.	1,473,375	720	4,355	1,542	6,617
19	F.	1,454,615	660	4,947	1,638	6,345
20	Austrian, n.o.s.—Autrichienne, o.a.s................M.-H.	27,070	-	2	4	6
21	F.	21,569	-	-	2	2
22	Belgian—Belge................M.-H.	14,991	-	2	-	2
23	F.	12,594	-	2	-	2
24	Bulgarian—Bulgare................M.-H.	2,151	-	-	-	-
25	F.	1,009	-	-	-	-
26	Czech and Slovak—Tchèque et Slovaque................M.-H.	20,093	-	-	3	3
27	F.	10,308	-	-	1	1
28	Danish—Danoise................M.-H.	20,791	9	40	82	101
29	F.	13,327	3	7	13	23
30	Dutch—Hollandaise................M.-H.	77,909	35	50	71	156
31	F.	71,053	20	59	56	144
32	Finnish—Finlandaise................M.-H.	25,257	-	1	-	1
33	F.	18,628	-	-	-	-
34	German—Allemande................M.-H.	247,844	27	64	78	157
35	F.	225,700	20	55	50	125
36	Greek—Grecque................M.-H.	6,055	-	-	1	1
37	F.	3,389	-	-	-	-
38	Hebrew—Hébraïque................M.-H.	79,087	-	2	9	11
39	F.	77,539	-	-	9	9
40	Hungarian—Hongroise................M.-H.	25,066	-	1	3	4
41	F.	15,516	-	-	-	-
42	Icelandic—Islandaise................M.-H.	9,872	-	-	-	-
43	F.	9,518	-	-	1	1
44	Italian—Italienne................M.-H.	55,141	4	11	2	17
45	F.	43,032	2	8	1	11
46	Jugo-Slavic—Yougo-Slave................M.-H.	11,732	-	-	-	-
47	F.	4,442	-	-	-	-
48	Lithuanian—Lithuanienne................M.-H.	3,651	-	-	-	-
49	F.	2,225	-	-	-	-
50	Norwegian—Norvégienne................M.-H.	53,537	-	4	8	12
51	F.	39,706	1	3	1	5
52	Polish—Polonaise................M.-H.	82,088	-	-	-	-
53	F.	63,415	-	-	-	-
54	Roumanian—Roumaine................M.-H.	16,781	-	-	-	-
55	F.	12,275	-	-	-	-
56	Russian—Russe................M.-H.	48,138	-	-	-	-
57	F.	40,018	-	-	-	-
58	Swedish—Suédoise................M.-H.	46,949	-	4	3	7
59	F.	33,257	4	7	2	13
60	Ukrainian—Ukranienne................M.-H.	122,772	-	-	-	-
61	F.	102,341	-	-	-	-
62	Other—Autres................M.-H.	3,473	-	-	-	-
63	F.	2,759	1	-	2	3
64	*Asiatic Races—Asiatiques................Total*	*84,548*	*15*	*23*	*130*	*168*
65	M.-H.	*65,169*	*7*	*16*	*76*	*99*
66	F.	*19,379*	*8*	*7*	*54*	*67*
67	Chinese—Chinoise................M.-H.	43,051	-	9	19	27
68	F.	3,466	-	-	4	4
69	Japanese—Japonaise................M.-H.	13,803	-	-	-	-
70	F.	9,539	-	-	-	-
71	Other—Autres................M.-H.	8,315	7	8	57	72
72	F.	6,372	6	7	50	63
73	Eskimo—Esquimau................M.-H.	2,116	-	-	-	-
74	F.	2,863	-	-	-	-
75	Indian—Indienne................M.-H.	62,943	13	65	34	112
76	F.	59,968	14	74	33	121
77	Negro—Nègre................M.-H.	18,186	8	7	24	39
78	F.	9,270	7	1	23	31
79	Various—Origines diverses................M.-H.	371	-	-	-	-
80	F.	318	-	-	-	-
81	Unspecified—Non spécifiée................M.-H.	4,176	2	9	1	12
82	F.	4,722	4	12	4	26

N.o.s. = Not otherwise specified.

RECENSEMENT DU MANITOBA, 1936

TABLE 32. Racial origin, rural and urban, classified by sex, 1936—Con.

TABLEAU 32. Origine raciale de la population rurale et urbaine, classifiée par sexe, 1936—fin

Racial origin and sex — Origine raciale et sexe		Total	Rural — Rurale	Urban localities—Localités urbaines			
				All classes — Toutes classes	10,000 and over — et plus	1,000 to— à— 10,000	Under— Moins de —1,000
European Races—Con.—Races européennes-fin							
Italian—Italienne	T.	2,432	352	2,080	1,761	298	31
	M.	1,336	207	1,129	966	150	13
	F.	1,096	145	951	795	148	8
Lithuanian—Lithuanienne	T.	327	158	169	167	1	1
	M.	207	107	100	98	1	1
	F.	120	51	69	69	-	-
Norwegian—Norvégienne	T.	5,277	3,477	1,800	1,413	278	109
	M.	2,862	1,978	884	671	159	54
	F.	2,415	1,499	816	742	119	55
Polish—Polonaise	T.	35,136	20,972	14,164	11,455	2,123	586
	M.	15,228	11,427	6,801	5,442	1,094	265
	F.	19,908	9,545	7,363	5,813	1,029	321
Roumanian—Roumaine	T.	1,776	1,336	641	432	75	34
	M.	952	662	290	235	40	15
	F.	824	573	251	197	35	18
Russian—Russe	T.	6,101	2,383	2,718	3,218	429	71
	M.	3,337	1,901	1,436	1,143	261	32
	F.	2,764	1,482	1,282	1,075	168	39
Swedish—Suédoise	T.	9,341	5,311	2,530	2,897	419	214
	M.	5,040	3,251	1,789	1,450	225	114
	F.	4,301	2,560	1,741	1,447	194	100
Ukrainian—Ukranienne	T.	88,982	58,354	23,628	23,155	4,209	1,254
	M.	46,746	31,315	14,425	11,676	2,140	609
	F.	41,242	27,039	14,203	11,489	2,069	645
Yugoslavic—Yougoslave	T.	239	204	135	107	28	-
	M.	259	166	93	72	21	-
	F.	80	38	42	35	7	-
Other—Autres	T.	793	501	292	260	19	13
	M.	416	284	132	117	12	3
	F.	377	217	160	142	7	19
Asiatic Races—Races asiatiques	T.	1,696	364	1,335	1,090	145	99
	M.	1,395	273	1,123	907	121	95
	F.	301	91	209	183	23	4
Chinese—Chinoise	T.	1,199	219	983	750	140	83
	M.	1,109	188	924	722	120	82
	F.	90	31	59	35	20	1
Japanese—Japonaise	T.	58	-	58	57	1	-
	M.	34	-	34	33	1	-
	F.	24	-	24	24	-	-
Syrian—Syrienne	T.	404	142	262	244	2	16
	M.	232	83	149	136	-	13
	F.	172	59	112	108	2	3
Other—Autres	T.	35	6	29	29	-	-
	M.	20	4	16	16	-	-
	F.	15	2	13	13	-	-
Indian—Indienne	T.	13,431	13,231	200	41	38	121
	M.	6,817	6,825	92	16	17	59
	F.	6,514	6,406	108	25	21	62
Negro—Nègre	T.	481	53	428	411	12	4
	M.	308	32	278	260	12	4
	F.	173	21	152	151	1	-
Other—Autres(¹)	T.	8,099	7,511	588	327	167	94
	M.	4,187	3,905	282	187	77	35
	F.	3,912	3,606	306	160	90	50
Not stated—Non donnée	T.	90	16	74	59	5	-
	M.	47	9	38	33	5	-
	F.	43	7	36	36	-	-

(¹) Includes 8,034 Half-breeds (4,153 males, 3,881 females).—Comprend 8,034 métis (4,153 hommes, 3,881 femmes).

1936 (continued)

CENSUS OF MANITOBA, 1936

TABLE 21. Racial origin classified by sex, for census divisions, 1936

No.	Racial origin and sex — Origine raciale et sexe		Total	Division No. 1	Division No. 2	Division No. 3	Division No. 4	Division No. 5	Division No. 6
1	PROVINCE	T.	711,216	26,173	40,694	25,594	15,723	47,148	284,476
2		M.	368,580	13,810	21,067	12,796	8,445	25,221	140,882
3		F.	342,636	12,363	19,627	12,696	7,263	21,927	143,588
4	*British Races—Races britanniques*	M.	187,196	974	4,956	9,025	6,877	7,881	81,147
5		F.	175,194	779	5,196	7,844	6,885	7,017	82,666
6	English—Anglaise	M.	88,972	522	1,964	3,911	3,041	3,952	39,244
7		F.	83,743	445	1,685	3,324	2,608	3,509	39,800
8	Irish—Irlandaise	M.	39,302	215	1,074	2,408	1,359	1,335	15,912
9		F.	38,228	156	905	2,140	1,587	1,155	18,341
10	Scottish—Ecossaise	M.	56,025	224	1,163	2,385	1,889	2,481	24,559
11		F.	52,887	167	956	2,289	1,624	2,189	25,298
12	Other—Autres	M.	2,896	13	51	121	88	113	1,432
13		F.	2,336	11	50	91	66	74	1,219
14	*European Races—Races européen-*	M.	168,631	18,750	16,683	4,616	1,568	16,678	67,514
15	*nes.*	F.	156,499	11,505	15,989	4,041	1,578	14,909	59,603
16	French—Française	M.	24,128	3,019	2,928	1,696	199	1,143	8,295
17		F.	22,555	2,746	2,779	1,551	196	1,007	10,237
18	Austrian, n.o.s.—Autrichienne,	M.	1,841	70	45	33	4	233	555
19	n.a.d.	F.	1,573	43	31	29	-	167	580
20	Belgian—Belge	M.	3,473	99	15	972	431	97	1,266
21		F.	3,068	73	17	809	383	81	1,194
22	Czech and Slovak—Tchèque et	M.	1,388	79	71	32	12	172	560
23	slovaque.	F.	1,068	62	66	37	4	106	430
24	Danish—Danoise	M.	1,732	83	52	59	37	131	609
25		F.	1,256	50	39	34	30	91	475
26	Dutch—Hollandaise	M.	13,110	3,842	6,505	405	95	347	1,476
27		F.	12,411	3,782	6,444	328	88	276	1,382
28	Finnish—Finlandaise	M.	451	15	-	4	2	128	84
29		F.	345	7	-	1	4	92	114
30	German—Allemande	M.	26,693	1,436	6,249	565	395	2,907	8,622
31		F.	25,757	1,358	5,038	514	353	2,616	10,245
32	Greek—Grecque	M.	210	1	-	-	-	2	133
33		F.	111	-	-	-	-	2	71
34	Hebrew—Hébraïque	M.	9,111	28	67	6	9	132	5,325
35		F.	9,485	19	42	6	5	143	8,515
36	Hungarian—Hongroise	M.	1,032	208	8	7	6	40	497
37		F.	840	155	5	6	2	34	446
38	Icelandic—Islandaise	M.	6,965	27	80	354	34	110	1,725
39		F.	6,913	92	57	334	19	117	2,299
40	Italian—Italienne	M.	1,336	20	5	10	2	150	994
41		F.	1,006	10	4	10	-	124	833
42	Lithuanian—Lithuanienne	M.	207	2	2	-	2	33	108
43		F.	120	-	-	1	-	13	76
44	Norwegian—Norvégienne	M.	2,862	204	97	55	49	172	925
45		F.	2,415	158	64	62	49	137	973
46	Polish—Polonaise	M.	18,228	646	283	103	62	3,824	6,677
47		F.	16,908	613	234	78	52	3,288	6,196
48	Roumanian—Roumaine	M.	952	36	6	7	1	66	235
49		F.	824	37	4	10	5	49	199
50	Russian—Russe	M.	3,337	118	200	78	139	155	1,335
51		F.	2,764	82	204	62	122	103	1,229
52	Swedish—Suédoise	M.	5,040	189	68	59	36	648	1,710
53		F.	4,301	137	57	54	40	545	1,672
54	Ukrainian—Ukrainienne	M.	45,740	3,581	911	166	44	5,993	12,178
55		F.	41,242	3,173	843	124	24	5,174	11,942
56	Yugoslavic—Yougoslave	M.	259	6	-	1	1	24	73
57		F.	80	2	-	-	-	8	35
58	Other—Autres	M.	416	2	1	1	2	171	132
59		F.	377	3	1	1	2	126	158
60	*Asiatic Races—Races asiatiques*	M.	1,395	-	18	29	24	46	888
61		F.	301	-	9	11	-	26	174
62	Chinese—Chinoise	M.	1,109	-	17	26	24	15	705
63		F.	90	-	2	7	-	6	39
64	Syrian—Syrienne	M.	232	-	1	2	-	31	148
65		F.	172	-	-	4	-	20	111
66	Other—Autres	M.	54	-	-	1	-	-	35
67		F.	39	-	-	-	-	-	24
68	Indian—Indienne	M.	6,917	16	109	101	1	497	183
69		F.	6,614	17	96	95	-	445	177
70	Negro—Nègre	M.	308	-	-	1	-	10	261
71		F.	173	-	-	-	-	5	153
72	Others and not stated—Autres et	M.	4,234	70	5	22	1	109	589
73	non donnés(1).	F.	2,965	63	10	17	-	125	824

(1) Includes 4,153 male and 3,831 female Half-breeds.

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RACIAL ORIGIN-

INTRODUCTION

The two immediately preceding chapters dealt primarily with that part of Canada's population which was non-Canadian born. Such persons were classified by country of birth to show the relative importance of the various immigrant groups. They were classified also according to date of arrival in Canada to show the changes in the numbers and sources of the immigrant population as time has progressed. Furthermore, a division was made between those who had acquired Canadian citizenship and those who were still aliens when the 1941 Census was taken.

The subject matter of the present chapter arises naturally from that covered in the previous two. Here the field is extended to comprise an inquiry into the origin, not only of the immigrant population but also of the Canadian born. The inquiry took the form of a question in the 1941 Census, as in those of earlier years, regarding the racial origin of each person listed. The answers to this question, tabulated to show the number of persons of each origin in individual localities as small as census subdivisions, are contained in Vnlume II of the 1941 Census Report. Cross-classifications of the population hy origin and such attributes as age, birthplace, religion, family composition, occupation, etc., have also been published in Volumes IV, V and VII of the 1941 Census.*

Before proceeding to summarize and analyze the results, some explanation is called for regarding the racial origin question as used in the census. Of the purpose, content and value of this inquiry there has been much discussion. In general, it may be stated that the racial origin elassification represents an attempt to separate the population into groups, distinguished mainly by a combination of cultural characteristics, such that these groupings have more significance in social analysis than does a grouping according to some single factor such as birthplace, language or religion. Under the term "culture" one may enumerate such attributes as language, religious beliefs, social customs, recreations and sports, technical processes, habits of dress, music, art, and other factors which go to make up a way of life.

In actual census practice, the criterion on which the racial origin classification is hased varies for different groups. The Indian, Eskimo, Negro, Hindu, Chinese, and Japanese races are segregated on the basis of colour; with the Jewish, the criterion is mainly religion; with the Ukrainian, language. With other groups, the term usually implies a geographical area—the country from which the individual himself came or that which was the home of his forbears. Knowledge of one's racial origin may be perpetuated in a family name, in a language or religion or it may be traced in family history as passed on, usually by word of mouth ooly, from one generation to another.

In the case of children begotten of marriages between white and hlack, white and Chinese, etc., the origin to be reported was that of the non-white parent. Canadian aborigines were classified as Indian or Eskimo while persons of mixed white and Indian blood were entered as "Half-breed". In tracing the origin in the case of persons of European descent, the line is through the father. By applying this rule, those of mixed family origin have been resolved with a fair degree of accuracy into their constituent elements.

There is as yet no recognized distinctive Canadian or United States racial origin or language. In ihc case of persons born elsewhere, the degree of correspondence between birthplace, racial origin and mother tongue varies. The relationship varies according to previous history involving earlier migrations of population and also to the changes in national boundaries due to wars or other causes. Some knowledge of these relationships and their causes is helpful to a proper understanding of the origins of both the Canadian and the non-Canadian born. In the last section of this chapter, an outline is given of the relationships between country of birth, racial origin and mother tongue as recorded in the results of the 1941 Census for those persons listed as born elsewhere than in Canada and in the United States.

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* A detailed analysis of the population by racial origin is contained in the monograph *Racial Origins and Nativity of the Canadian People*. Vol. XIII, Census 1931. A similar study has been prepared for 1941—

Appendix B - 1981 Census Questions on Cultural Background

1981 CENSUS: QUESTIONS ON CULTURAL BACKGROUND

6. What is the language you **first** learned in childhood and **still** understand?

Mark one box only

- 57 ☐ English
- 58 ☐ French
- 59 ☐ German
- 60 ☐ Italian
- 61 ☐ Ukrainian
- 62 ☐ _____ Other (specify)

26. To which ethnic or cultural group did you or your ancestors belong on first coming to this continent?

(See Guide for further information.)

- 25 ☐ French
- 26 ☐ English
- 27 ☐ Irish
- 28 ☐ Scottish
- 29 ☐ German
- 30 ☐ Italian
- 31 ☐ Ukrainian
- 32 ☐ Dutch (Netherlands)
- 33 ☐ Polish
- 34 ☐ Jewish
- 35 ☐ Chinese
- 36 ☐ _____ Other (specify)

Native Peoples
- 37 ☐ Inuit
- 38 ☐ Status or registered Indian
- 39 ☐ Non-status Indian
- 40 ☐ Métis

23. Where were you born? (Mark according to present boundaries.)

IN CANADA

Mark one box only

- 01 ☐ Nfld.
- 02 ☐ P.E.I.
- 03 ☐ N.S.
- 04 ☐ N.B.
- 05 ☐ Que.
- 06 ☐ Ont.
- 07 ☐ Man.
- 08 ☐ Sask.
- 09 ☐ Alta.
- 10 ☐ B.C.
- 11 ☐ Yukon
- 12 ☐ N.W.T.

OUTSIDE CANADA

Mark one box only

- 13 ☐ United Kingdom
- 14 ☐ Italy
- 15 ☐ U.S.A.
- 16 ☐ West Germany
- 17 ☐ East Germany
- 18 ☐ Poland
- ☐ _____ Other (specify)
- 19 ☐

27. What is your religion?

Mark one box only

- 41 ☐ Roman Catholic
- 42 ☐ United Church
- 43 ☐ Anglican
- 44 ☐ Presbyterian
- 45 ☐ Lutheran
- 46 ☐ Baptist
- 47 ☐ Greek Orthodox
- 48 ☐ Jewish

- 49 ☐ Ukrainian Catholic
- 50 ☐ Pentecostal
- 51 ☐ Jehovah's Witnesses
- 52 ☐ Mennonite
- 53 ☐ Salvation Army
- 54 ☐ Islam
- 55 ☐ No religion
- 56 ☐ _____ Other (specify)

24. Of what country are you a citizen?

Mark as many boxes as apply

- 20 ☐ Canada, by birth ▶ *Go to Question 26*
- 21 ☐ Canada, by naturalization
- 22 ☐ Same as country of birth (other than Canada)
- 23 ☐ Other

Go to Question 25

28. What language do you yourself speak at home now?
(If more than one language, which language do you speak most often?)

Mark one box only

- 57 ☐ English
- 58 ☐ French
- 59 ☐ German
- 60 ☐ Italian
- 61 ☐ Ukrainian
- 62 ☐ _____ Other (specify)

25. In what year did you first immigrate to Canada?

Print year below

If exact year is not known, please enter best estimate.

- 24 ☐☐☐☐ Year

29. Can you speak English or French well enough to conduct a conversation?

(See Guide for further information.)

Mark one box only

- 63 ☐ English only
- 64 ☐ French only
- 65 ☐ Both English and French
- 66 ☐ Neither English nor French

Appendix C - 1986 Census Questions on Cultural Background

1986 CENSUS: QUESTIONS ON CULTURAL BACKGROUND

6. What is the language you first learned in childhood and still understand?
(See Guide)

- :⁻ ☐ English
- 28 ☐ French
- 29 ☐ Italian
- 30 ☐ German
- 31 ☐ Ukrainian
- 32 ☐☐☐ ☐☐☐☐

  Other *(specify)*

14. Where were you born? *(Mark or specify one only, according to present boundaries.)*

[12]	IN CANADA	OUTSIDE CANADA
	01 ☐ Nfld.	13 ☐ United Kingdom
	02 ☐ P.E.I.	14 ☐ Italy
	03 ☐ N.S.	15 ☐ U.S.A.
	04 ☐ N.B.	16 ☐ West Germany
	05 ☐ Que.	17 ☐ East Germany
	06 ☐ Ont.	18 ☐ Poland
	07 ☐ Man.	
	08 ☐ Sask.	
	09 ☐ Alta.	Other *(specify)*
	10 ☐ B.C.	
	11 ☐ Yukon	19 ☐☐☐
	12 ☐ N.W.T.	

15. Of what country are you a citizen?
- *Mark more than one box, if applicable*
- 20 ☐ Canada, by birth
- 21 ☐ Canada, by naturalization
- 22 ☐ Same as country of birth (other than Canada)
- 23 ☐ Other

If you are a citizen of Canada by birth, go to Question 17.

16. In what year did you first immigrate to Canada?

24 ☐☐☐☐
Year

If exact year is not known, please enter best estimate.

17. To which ethnic or cultural group(s) do you or did your ancestors belong? *(See Guide)*

Mark or specify as many as applicable

- 25 ☐ French
- 26 ☐ English
- 27 ☐ Irish
- 28 ☐ Scottish
- 29 ☐ German
- 30 ☐ Italian
- 31 ☐ Ukrainian
- 32 ☐ Dutch (Netherlands)
- 33 ☐ Chinese
- 34 ☐ Jewish
- 35 ☐ Polish
- 36 ☐ Black
- 37 ☐ Inuit
- 38 ☐ North American Indian
- 39 ☐ Métis

  Other ethnic or cultural group(s). *For example, Portuguese, Greek, Indian (India), Pakistani, Filipino, Japanese, Vietnamese. (specify below)*

- 40 ☐☐☐ ☐☐☐☐
  Other *(specify)*
- 41 ☐☐☐ ☐☐☐☐
  Other *(specify)*
- 42 ☐☐☐ ☐☐☐☐
  Other *(specify)*

18. What language do you yourself speak at home now?
- *(If more than one language, which language do you speak most often?)* *(See Guide)*

- 43 ☐ English
- 44 ☐ French
- 45 ☐ Italian
- 46 ☐ Chinese
- 47 ☐ German
- 48 ☐☐☐ ☐☐☐☐
  Other *(specify)*

50

Appendix D - Overcoverage Survey

OVERCOVERAGE SURVEY: QUESTIONS ON ETHNIC ORIGIN, ETHNIC IDENTITY AND AFFILIATION, RACE AND LANGUAGE.

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16. Canadians belong to many ethnic and cultural groups, such as Inuit, North American Indian, Métis, Irish, Scottish, Ukrainian, French, English and so on. I would like to ask you some questions about you and your ancestors' ethnic and cultural groups.

Do you consider yourself an aboriginal person or a native Indian of North America?

1 ☐ No, I do not consider myself an aboriginal person or a native Indian of North America ⟶ (GO TO 17.A)

2 ☐ Yes, I do consider myself an aboriginal person or a native Indian of North America ⟶

Do you consider yourself
(MARK MORE THAN ONE BOX, IF APPLICABLE)

3 ☐ an Inuit?

4 ☐ a status or registered Indian?

5 ☐ a non-status Indian?

6 ☐ a Métis?

7 ☐ another native Indian of North America?

8 ☐ any other aboriginal person? ☐☐☐☐☐☐
(IF YES, PLEASE SPECIFY)

17.A To the best of your knowledge, do or did any of your parents, grandparents or ancestors consider themselves to be aboriginal persons or native Indians of North America?

1 ☐ Yes ⟶ (CONTINUE WITH 17.B)

2 ☐ No

9 ☐ Don't know ⟶ (GO TO 18.A)

52

18.A To which ethnic or cultural groups do or did your paternal ancestors (on father's side) belong?

(MARK AS MANY AS APPLY)

01 ☐ French

02 ☐ English

03 ☐ Irish

04 ☐ Scottish

05 ☐ German

06 ☐ Italian

07 ☐ Ukrainian

08 ☐ Dutch (Netherlands)

09 ☐ Chinese

10 ☐ Jewish

11 ☐ Polish

12 ☐ Black

13 ☐ Inuit

14 ☐ North American Indian

15 ☐ Métis

Other ethnic or cultural groups. For example, Portuguese, Greek, Indian (India), Pakistani, Filipino, Japanese, Vietnamese.

(PLEASE SPECIFY)

_____

_____

_____

→ (GO TO 18.B)

18.B To which ethnic or cultural groups do or did your maternal ancestors (on mother's side) belong?

(MARK AS MANY AS APPLY)

01 ☐ French

02 ☐ English

03 ☐ Irish

04 ☐ Scottish

05 ☐ German

06 ☐ Italian

07 ☐ Ukrainian

08 ☐ Dutch (Netherlands)

09 ☐ Chinese

10 ☐ Jewish

11 ☐ Polish

12 ☐ Black

13 ☐ Inuit

14 ☐ North American Indian

15 ☐ Métis

Other ethnic or cultural groups. For example, Portuguese, Greek, Indian (India), Pakistani, Filipino, Japanese, Vietnamese.

(PLEASE SPECIFY)

_____

_____

_____

→ (GO TO 19)

19. To which ethnic or cultural groups do you consider yourself to now belong?

(MARK AS MANY AS APPLY)

01 ☐ French

02 ☐ English

03 ☐ Irish

04 ☐ Scottish

05 ☐ German

06 ☐ Italian

07 ☐ Ukrainian

08 ☐ Dutch (Netherlands)

09 ☐ Chinese

10 ☐ Jewish

11 ☐ Polish

12 ☐ Black

13 ☐ Inuit

14 ☐ North American Indian

15 ☐ Métis

Other ethnic or cultural groups. For example, Portuguese, Greek, Indian (India), Pakistani, Filipino, Japanese, Vietnamese.

(PLEASE SPECIFY)

_____

_____

_____

---

20. How often do you identify yourself with the ethnic or cultural group to which you or your ancestors do or did belong?

MARK (X)

(LIST ALL ETHNIC GROUPS FROM 18 AND 19 AND REPEAT ANSWER CATEGORIES FOR EACH ETHNIC GROUP)	Always or Very often	Often	Sometimes	Rarely or Never
. . . .	1 ☐	2 ☐	3 ☐	4 ☐
. . . .	1 ☐	2 ☐	3 ☐	4 ☐
. . . .	1 ☐	2 ☐	3 ☐	4 ☐
. . . .	1 ☐	2 ☐	3 ☐	4 ☐
. . . .	1 ☐	2 ☐	3 ☐	4 ☐
. . . .	1 ☐	2 ☐	3 ☐	4 ☐

21. Do you consider yourself to belong to Canada's visible or racial minority population?

01 ☐ No, I do not consider myself to belong to Canada's visible
or racial minority population ⟶ (GO TO 22)

02 ☐ Yes, I do consider myself to belong to Canada's visible
or racial minority population ⟶

Would you please specify the racial or minority population to which you belong?

(MARK MORE THAN ONE BOX, IF APPLICABLE)

03 ☐ Black?
(i.e. Caribbean Black, American Black, Canadian Black, African Black,
etc.)

04 ☐ Chinese?

05 ☐ South East Asian?
(i.e. origins in Japan, Korea, Laos, Kampuchea, Burma, Vietnam, Thailand,
etc.)

06 ☐ South Asian?
(i.e. origins in India, Pakistan, Sri Lanka, Bangladesh, etc.)

07 ☐ Pacific Islands?
(i.e. origins in Indonesia, Fiji, Philippines, Samoa, etc.)

08 ☐ Arab?
(i.e. origins in Egypt, Syria, Lebanon, North Africa, etc.)

09 ☐ West Asian?
(i.e. origins in Turkey, Iran, Armenia, Afghanistan. etc.)

10 ☐ Indigenous Central/South American?
(i.e. Quechuan, Mayan, Mestizo, etc.)

Are there any other visible or racial minority groups not mentioned above to which
you consider yourself to belong?

(PLEASE SPECIFY)

_____

_____

22. I would now like to ask you a few questions about the language or languages spoken
at home by you or the people living with you in your childhood. I am referring
specifically to the time before you started school.

During your childhood, what language or languages were spoken at home?

1 ☐ English

2 ☐ French

☐ Other ⟶ (SPECIFY)

(IF MORE THAN ONE
⟶ LANGUAGE IS REPORTED,
GO TO Q. 24)

_____

_____

24. What language did your parents (or the people who raised you) teach you **first** during your childhood?

(IF THE RESPONDENT STATES THAT HIS/HER PARENTS TAUGHT HIM/HER TWO OR MORE LANGUAGES AT THE SAME TIME, REPORT THEM)

1 ☐ English

2 ☐ French

☐ Other ⟶ (SPECIFY)

_____

_____

---

25. Can you now understand a conversation in ... (READ ALL THE LANGUAGES REPORTED IN QUESTIONS 22 AND 24. IF THE LANGUAGE IN WHICH THE INTERVIEW IS BEING CONDUCTED IS INCLUDED, YOU MAY ANSWER, FOR THAT LANGUAGE, WITHOUT ASKING THE RESPONDENT)?

	Yes	No
....	1 ☐	2 ☐
....	1 ☐	2 ☐
....	1 ☐	2 ☐
....	1 ☐	2 ☐

· 26. What language or languages did you **yourself** speak at home during your childhood?

1 ☐ English

2 ☐ French

☐ Other ⟶ (SPECIFY)

(IF ONLY ONE LANGUAGE IS REPORTED, GO TO Q.28)

_____

_____

---

27. What language did you yourself speak most often?

(IF THE RESPONDENT STATES THAT HE/SHE SPOKE TWO OR MORE LANGUAGES EQUALLY OFTEN, REPORT THEM)

1 ☐ English

2 ☐ French

☐ Other ⟶ (SPECIFY)

_____

_____

28. | TO THE INTERVIEWER:

Number of persons recorded in Question 6.

1 ☐ Only one person → (GO TO Q.30.A)

2 ☐ More than one person → (GO TO Q.29.A)

29.A I would now like to ask you a few questions about the language or the languages currently spoken at home by you and the other people living here.

What language or languages do the people living here speak at home?

1 ☐ English

2 ☐ French

☐ Other → (SPECIFY)

(IF ONLY ONE LANGUAGE IS REPORTED, GO TO Q.31)

_____

_____

29.B What language or languages do you yourself speak at home?

1 ☐ English

2 ☐ French

☐ Other → (SPECIFY)

(IF ONLY ONE LANGUAGE IS REPORTED, GO TO Q.31)

_____

_____

29.C What language do you yourself speak most often?

(IF THE RESPONDENT STATES THAT HE/SHE SPEAKS TWO OR MORE LANGUAGES EQUALLY OFTEN, REPORT THEM)

1 ☐ English

2 ☐ French

☐ Other → (SPECIFY)

→ (GO TO Q.31)

_____

_____

30.A I would now like to ask you a few questions about the language or languages you speak during your leisure time - with friends, for example.

What language or languages do you speak with people you frequently see during your leisure time?

1 ☐ English

2 ☐ French

☐ Other ⟶ (SPECIFY)

_____

_____

(IF ONLY ONE LANGUAGE IS REPORTED, GO TO Q.31)

30.B What language do you speak most often with people you frequently see during your leisure time?

(IF THE RESPONDENT STATES THAT HE/SHE SPEAKS TWO OR MORE LANGUAGES EQUALLY OFTEN, REPORT THEM)

1 ☐ English

2 ☐ French

☐ Other ⟶ (SPECIFY)

_____

_____

---

31. TO THE INTERVIEWER:

Is:

- English only spoken at home (SEE Q.29.A), or if the respondent lives alone, is English only spoken during his/her leisure time (SEE Q.30.A)?

1 ☐ Yes ⟶ (GO TO Q.34)

2 ☐ No ⟶

- French only spoken at home (SEE Q.29.A), or if the respondent lives alone, is French only spoken during his/her leisure time (SEE Q.30.A)?

1 ☐ Yes ⟶ (ASK QUESTIONS 32 AND 33 ONLY AND THEN PROCEED TO SECTION VIII)

2 ☐ No ⟶ (GO TO Q.32)

---

32. I would like to ask you a few questions about your knowledge of English.

Would you say that you speak English very well, fairly well, not very well, or not at all?

1 ☐ Very well

2 ☐ Fairly well

3 ☐ Not very well

4 ☐ Not at all ⟶ (DO NOT ASK QUESTION 33)

9 ☐ Don't know

58

33. When was the last time you had a conversation in English, excluding conversations in language courses?

1 ☐ Less than a week ago

2 ☐ At least a week ago but less than a month ago

3 ☐ At least a month ago but less than a year ago

4 ☐ At least a year ago

5 ☐ Never

9 ☐ Don't know

34. Finally, I would like to ask you a few questions about your knowledge of French.

Would you say that you speak French very well, fairly well, not very well, or not at all?

1 ☐ Very well

2 ☐ Fairly well

3 ☐ Not very well

4 ☐ Not at all ➞ (DO NOT ASK QUESTION 35. PROCEED TO SECTION VIII)

9 ☐ Don't know

35. When was the last time you had a conversation in French, excluding conversations in language courses?

1 ☐ Less than a week ago

2 ☐ At least a week ago but less than a month ago

3 ☐ At least a month ago but less than a year ago

4 ☐ At least a year ago

5 ☐ Never

9 ☐ Don't know

(GO TO SECTION VIII)

Appendix E - Modular Test II

MODULAR TEST 2: QUESTIONS ON CULTURAL BACKGROUND

6. What language or languages can you speak well enough to conduct a conversation?
   (Mark or print all languages in which you can carry on a conversation. See Guidelines on back cover.)

   1 ☐ English

   2 ☐ French

   3 ☐ Italian

   4 ☐ German

   5 ☐ Chinese

   Other
   (Print)

7. What is your **main language**, that is, the language in which you are **most at ease**?
   (See Guidelines on back cover.)

   6 ☐ English

   7 ☐ French

   6 ☐ Italian

   9 ☐ German

   1 ☐ Chinese

   Other
   (Print)

6. What is the language you **first spoke** at home **in your childhood**?
   (If more than one, which language did you speak most often? See Guidelines on back cover.)

   2 ☐ English

   3 ☐ French

   4 ☐ Italian

   5 ☐ German

   6 ☐ Chinese

   Other
   (Print)

9. Where were you born?
(Mark or print one only, according to present boundaries.)

7 ☐ Canada

8 ☐ United Kingdom

9 ☐ Italy

1 ☐ U.S.A.

2 ☐ West Germany

3 ☐ East Germany

4 ☐ Poland

Other
(Print) [_____] ☐☐☐

12. What is your religion?
(Mark or print one only.)

5 ☐ Roman Catholic

6 ☐ United Church

7 ☐ Anglican

8 ☐ Presbyterian

9 ☐ Lutheran

1 ☐ Baptist

2 ☐ Pentecostal

3 ☐ Greek Orthodox

4 ☐ Jewish

5 ☐ Ukrainian Catholic

6 ☐ Mennonite

7 ☐ Jehovah's Witnesses

8 ☐ Salvation Army

9 ☐ Islam

1 ☐ Hindu

2 ☐ Sikh

3 ☐ No religion

Other
(Print) [_____]

☐☐

13. What are the ethnic or cultural origins of your **parents** and **grandparents**?
(Mark or print as many groups as apply.)

Native/Aboriginal Peoples of North America

5 ☐ French

6 ☐ English

7 ☐ German

6 ☐ Scottish

9 ☐ Irish

1 ☐ Italian

2 ☐ Ukrainian

3 ☐ Dutch (Netherlands)

4 ☐ Chinese

5 ☐ Jewish

6 ☐ Polish

7 ☐ Portuguese

8 ☐ South Asian *(Print group, for example, Indian from India, Indian from Uganda, Pakistani, Punjabi, Tamil.)*

(a) 2 ☐ North American Indian

3 ☐ Métis

4 ☐ Inuit (Eskimo)

Continue with (b)

(b) Tribe, nation or band, if applicable. *(Print, for example, Cree, Haida Nation, Inuvialuit.)*

9 ☐ Black *(Print group, for example, Haitian, African, West Indian Black, Canadian Black.)*

1 ☐ Other ethnic or cultural group(s). *(Print group(s), for example, Japanese, Vietnamese, Mexican, Greek, Norwegian, Filipino.)*

13. What are the ethnic or cultural origins of your parents and grandparents?
(Mark or print as many groups as apply.)

4 ☐ Canadian

5 ☐ French

6 ☐ English

7 ☐ German

8 ☐ Scottish

9 ☐ Irish

1 ☐ Italian

2 ☐ Ukrainian

3 ☐ Dutch (Netherlands)

4 ☐ Chinese

5 ☐ Jewish

6 ☐ Polish

7 ☐ Portuguese

8 ☐ South Asian *(Print group, for example, Indian from India, Indian from Uganda, Pakistani, Punjabi, Tamil.)*

[ ]

9 ☐ Black *(Print group, for example, Haitian, African, West Indian Black, Canadian Black.)*

[ ]

1 ☐ Other ethnic or cultural group(s). *(Print group(s), for example, Japanese, Vietnamese, Mexican, Greek, Norwegian, Filipino.)*

[ ]

[ ]

Native/Aboriginal Peoples of North America

(a) 2 ☐ North American Indian

3 ☐ Métis

4 ☐ Inuit (Eskimo)

▶ *Continue with (b)*

(b) Tribe, nation or band, if applicable. *(Print, for example, Cree, Haida Nation, Inuvialuit.)*

[ ]

[ ]

64
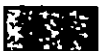
14. What is your ethnic or cultural identity?
(Mark or print as many groups as apply. See Guidelines on back cover.)

Native/Aboriginal Peoples of North America

2 ☐ French

3 ☐ English

4 ☐ German

5 ☐ Scottish

6 ☐ Irish

7 ☐ Italian

8 ☐ Ukrainian

9 ☐ Dutch (Netherlands)

1 ☐ Chinese

2 ☐ Jewish

3 ☐ Polish

4 ☐ Portuguese

(a) a ☐ North American Indian

9 ☐ Métis

1 ☐ Inuit (Eskimo)

▶ *Continue with (b) and (c)*

(b) Tribe, nation or band, if applicable. *(Print, for example, Cree, Haida Nation, Inuvialuit.)*

☐ ☐ ☐

(c) Are you?

2 ☐ Status, registered or treaty Indian

3 ☐ Non-status Indian

4 ☐ Neither

5 ☐ South Asian *(Print group, for example, Indian from India, Indian from Uganda, Pakistani, Punjabi, Tamil.)*

☐ ☐ ☐

6 ☐ Black *(Print group, for example, Haitian, African, West Indian Black, Canadian Black.)*

☐ ☐ ☐

7 ☐ Other ethnic or cultural group(s). *(Print group(s), for example, Japanese, Vietnamese, Mexican, Greek, Norwegian, Filipino.)*

☐ ☐ ☐

☐ ☐ ☐

15. Which of the following best describes your race or colour?
(Please mark or print as many as apply, regardless of your country of birth.)

1 ☐ Black

2 ☐ Korean

3 ☐ Filipino

4 ☐ Japanese

5 ☐ Chinese

6 ☐ Native/Aboriginal Peoples of North America
(North American Indian, Métis, Inuit/Eskimo)

7 ☐ South Asian
(for example, Indian from India, Indian from Uganda, Pakistani, Punjabi, Tamil)

8 ☐ South East Asian
(for example, Vietnamese, Thai, Laotian)

9 ☐ West Asian or North African
(for example, Armenian, Syrian, Moroccan)

1 ☐ White
(for example, British, French, European, Latin/South American of European background)

2 ☐ Other racial group not mentioned above. *(Print group.)*

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Appendix F - National Census Tests (NCT)

NATIONAL CENSUS TEST: QUESTIONS ON ETHNIC ANCESTRY, ETHNIC IDENTITY AND RACE OR COLOUR.

LANGUAGE
8. What language or languages does this person speak well enough to conduct a fairly long conversation on different topics?
Mark or print all the languages in which this person can carry on a conversation.
	1 ○ English
	2 ○ French
	3 ○ Other – *Specify*
	     [_____] 4 [ ][ ][ ]
	     [_____] 5 [ ][ ][ ]
	     [_____] 6 [ ][ ][ ]

9. What language does this person speak most often at home?	7 ○ English 8 ○ French 9 ○ Other – *Specify* [_____] [ ][ ][ ]
10. What language did this person first speak at home in childhood? *If more than one, mark or print the language this person spoke most often.*	1 ○ English 2 ○ French 3 ○ Other – *Specify* [_____] [ ][ ][ ]
CULTURAL BACKGROUND 11. Where was this person born? *Mark or print according to present boundaries.*	**In Canada:** 01 ○ Nfld. 07 ○ Man. 02 ○ P.E.I. 08 ○ Sask. 03 ○ N.S. 09 ○ Alta. 04 ○ N.B. 10 ○ B.C. 05 ○ Que. 11 ○ Yukon 06 ○ Ont. 12 ○ N.W.T. **Outside Canada:** 13 ○ United Kingdom 14 ○ Italy 15 ○ U.S.A. 16 ○ West Germany 17 ○ East Germany 18 ○ Poland 19 ○ Other — *Specify* [_____] [ ][ ][ ]
12. Of what country is this person a citizen? *Mark more than one circle, if applicable.*	1 ○ Canada, by birth 2 ○ Canada, by naturalization 3 ○ Same as country of birth (other than Canada) 4 ○ Other country **If this person is a citizen of Canada by birth, skip to Question 14.**
13. In what year did this person first immigrate to Canada? *If exact year is not known, enter best estimate.*	[1][9][ ][ ] **OR** 96 ○ Before 1900

14. Where were this person's parents born?

Mark or print country according to present boundaries.

Father

1 ○ In Canada

2 ○ Outside Canada – *Specify*

⬚⬚⬚⬚⬚ ☐☐☐

Mother

3 ○ In Canada

4 ○ Outside Canada – *Specify*

⬚⬚⬚⬚⬚ ☐☐☐

---

15. What are the ethnic or cultural origins of this person's parents and grandparents?

Mark or print as many groups as apply.

01 ○ French	07 ○ Ukrainian
02 ○ English	08 ○ Dutch
03 ○ German	09 ○ Chinese
04 ○ Scottish	10 ○ Jewish
05 ○ Irish	11 ○ Polish
06 ○ Italian	12 ○ Portuguese

13 ○ North American Indian

14 ○ Métis

15 ○ Inuit (Eskimo)

Continue below

Specify Band or First Nation or Tribe, if applicable (for example, Cross Lake Indian Band, Haida Nation, Inuvialuit)

⬚⬚⬚⬚⬚ 1 ☐

⬚⬚⬚⬚⬚ 2 ☐

16 ○ Other ethnic or cultural group(s) (for example, Greek, Norwegian, Indian from India or U.K. or Uganda, Vietnamese, Filipino, Mexican, Armenian, Haitian, Lebanese, Japanese)

Specify

⬚⬚⬚⬚⬚ 3 ☐☐☐

⬚⬚⬚⬚⬚ 4 ☐☐☐

17 ○ Canadian

16. What is this person's ethnic or cultural identity?

Mark or print as many groups as apply.

01 ◯	French	07 ◯	Ukrainian
02 ◯	English	08 ◯	Dutch
03 ◯	German	09 ◯	Chinese
04 ◯	Scottish	10 ◯	Jewish
05 ◯	Irish	11 ◯	Polish
06 ◯	Italian	12 ◯	Portuguese

13 ◯ North American Indian

14 ◯ Métis

15 ◯ Inuit (Eskimo)

→ *Continue below* ↓

Specify Band or First Nation or Tribe, if applicable (for example, Cross Lake Indian Band, Haida Nation, Inuvialuit)

[   ] ▯

16 ◯ Other ethnic or cultural group(s) (for example, Greek, Norwegian, Indian from India or U.K. or Uganda, Vietnamese, Filipino, Mexican, Armenian, Haitian, Lebanese, Japanese)

Specify

[   ] 1 [| |]

[   ] 2 [| |]

17 ◯ Canadian

17. Which of the following best describes this person's race or colour?

Persons of mixed race should mark or print the applicable groups.

1 ◯ White

2 ◯ Asian

3 ◯ Black

4 ◯ Other race or colour – Specify

[   ] [| |]

34. What is (are) your ethnic, cultural or racial origin(s)?

01○ French   10○ Jewish

02○ English   11○ Polish

03○ German   12○ Portuguese

04○ Scottish   13○ South Asian (includes Indians from India)

05○ Irish

06○ Italian   14○ Black

07○ Urkainian   15○ North American Indian

08○ Dutch   16○ Métis

09○ Chinese   17○ Inuit

18○ Other ⌊_|_|_|_|_|_|_|_|_|_|_|_|_⌋
     (Specify)

⌊_|_|_|_|_|_|_|_|_|_|_|_|_⌋
(Specify)

19○ Canadian

35. INTERVIEWER CHECK ITEM:

- If the only category checked in Question 34 is Canadian .... ¹○ *Go to Question 36.*

- Otherwise .... ²○ *Go to Question 11 on top of next page and continue interview with the next available person in the household.*

36. Other than Canadian, do you have any other ethnic, cultural or racial origins?

³○ No

⁴○ Yes (Specify)

⌊_|_|_|_|_|_|_|_|_|_|_|_|_|_⌋

⌊_|_|_|_|_|_|_|_|_|_|_|_|_|_⌋

Go to Question 11 on top of next page and continue interview with the next available person in the household.

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Appendix G - National Census Test II

NATIONAL CENSUS TEST II

· **CULTURAL BACKGROUND**

·**14.** Where were this person's **parents** born?

Mark or print country according to present boundaries.

---

15. What are the ethnic or cultural origins of this person's **parents** and **grandparents?**

Specify up to 4 groups, if applicable.

(For example, French, English, Irish, German, Italian, Ukrainian, Jewish, Polish, Chinese, North American Indian, Métis, Inuit/Eskimo, Filipino, Indian from India, Arab, Armenian, Haitian, Mexican, Canadian, Afro-American, etc.) ‥

See guide at end of questionnaire.

---

16. What is **this person's** ethnic or cultural identity?

Specify up to 4 groups, if applicable.

(For example, French, English, Irish, German, Italian, Ukrainian, Jewish, Polish, Chinese, North American Indian, Métis, Inuit/Eskimo, Filipino, Indian from India, Arab, Armenian, Haitian, Mexican, Canadian, Afro-American, etc.)

See guide at end of questionnaire.

---

17. Is this person a **registered Indian** as defined by Treaty or by the Indian Act of Canada?

See guide at end of questionnaire.

---

18. Which of the following best describes this person's race or colour?

Persons of mixed race should mark or print the applicable groups.

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Appendix H - 1991 Census

1991 CENSUS

9. What language does this person speak **most often** at home?

■

10. What is the language that this person **first learned** at home
■ **in childhood** and **still understands?**

If this person no longer understands the first language learned, indicate the second language learned.

PLACE OF BIRTH

11. Where was this person born?

■ *Mark or specify one only, according to present boundaries.*

ETHNIC ORIGIN

15. To which ethnic or cultural group(s) did this person's ancestors
■ belong?

Mark or specify as many as applicable.

Note:
While most people of Canada view themselves as Canadian, information about their ancestral origins has been collected since the 1901 Census to reflect the changing composition of the Canadian population and is needed to ensure that everyone, regardless of his/her ethnic or cultural background, has equal opportunity to share fully in the economic, social, cultural and political life of Canada. Therefore, this question refers to the origins of this person's ancestors.

See Guide.

Examples of other ethnic or cultural groups are: Portuguese, Greek, Indian from India, Pakistani, Filipino, Vietnamese, Japanese, Lebanese, Haitian, etc. ►

16. Is this person a **registered Indian** as defined by the Indian Act of Canada?

See Guide.

RELIGION

17. What is this person's religion?

Indicate a specific denomination or religion even if this person is not currently a practising member of that group.

For example, Roman Catholic, Ukrainian Catholic, United Church, Anglican, Presbyterian, Lutheran, Baptist, Pentecostal, Greek Orthodox, Jewish, Mennonite, Jehovah's Witnesses, Salvation Army, Islam, Buddhist, Hindu, Sikh

Appendix I - Labour Market Activity Survey

THE LABOUR MARKET ACTIVITY SURVEY: QUESTIONS ON PERSONS IN A VISIBLE MINORITY POPULATION.

121. FROM WHICH OF THE FOLLOWING GROUPS DID YOUR PARENTS OR GRAND-PARENTS DESCEND? (Mark all responses reported)

	Yes	No
a) Chinese	01 ○	02 ○
b) Japanese	03 ○	04 ○
c) Korean	05 ○	06 ○
d) Filipino	07 ○	08 ○
e) East Indian (from India, Pakistan, Bangladesh, East Africa, Guyana, etc.)	09 ○	10 ○
f) Black (from Africa, the Caribbean, Haiti, the U.S.A., Canada, etc.)	11 ○	12 ○
g) North American Indian	13 ○	14 ○
h) Metis	15 ○	16 ○
i) Inuit (Eskimo)	17 ○	18 ○
j) Arab (from Egypt, Jordan, Lebanon, Iraq, etc.)	19 ○	20 ○
k) West Asian (from Syria, Turkey, Afghanistan, Armenia, Iran, etc.)	21 ○	22 ○
l) South East Asian (from Burma, Cambodia/ Kampuchea, Laos, Thailand, Vietnam, etc.)	23 ○	24 ○
m) North-African (from Egypt, Morocco, Algeria, Tunisia, etc.)	25 ○	26 ○
n) Latin American (from Mexico, Central America, or South America)	27 ○	28 ○
o) British (from England, Scotland, Ireland, etc.)	29 ○	30 ○
p) French	31 ○	32 ○
q) Any other European groups	33 ○	34 ○
r) Canadian	35 ○	36 ○

122. ARE THERE ANY OTHER GROUPS FROM WHICH YOUR PARENTS OR GRAND-PARENTS DESCENDED?

Yes 1 ○   No 2 ○

Please specify ⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌋

⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌋ .

123. BY VIRTUE OF HIS/HER RACE OR COLOUR, IS ... A VISIBLE MINORITY IN CANADA?

Yes 3 ○ Go to 124   No 4 ○ Go to 125

124. TO WHICH VISIBLE MINORITY GROUP DOES ... BELONG? (Include such groups as Blacks, Chinese, West Asians, etc.)

⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌋

⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌋

125. WHAT IS ... 'S RELIGION?

a) No religion	1 ○
b) Roman Catholic	2 ○
c) Anglican	3 ○
d) Presbyterian	4 ○
e) Lutheran	5 ○
f) Baptist	6 ○
g) Eastern Orthodox	7 ○
h) Jewish	8 ○
i) Other (please specify)	9 ○

⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌋ .

⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌋

126. WHAT LANGUAGE DID ... FIRST SPEAK IN CHILDHOOD?

a) English	1 ○
b) French	2 ○
c) Other (please specify)	3 ○

⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌋

⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌋

127. IN WHAT COUNTRY WAS ... BORN?

a) Canada	1 ○
b) United Kingdom	2 ○
c) Italy	3 ○
d) U.S.A.	4 ○
e) Other (please specify)	5 ○

⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌋ `

⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌊_⌋

Appendix J - Follow-up of 1986 Graduates

FOLLOW-UP OF 1986 GRADUATES

		Yes	No
G7.	**From which of the following groups did your parents or grandparents descend?** *(Read list; mark all responses reported)*		
	a) **Chinese**	01 ◯	02 ◯
	b) **Japanese**	03 ◯	04 ◯
	c) **Korean**	05 ◯	06 ◯
	d) **Filipino**	07 ◯	08 ◯
	e) **East Indian** *(from India, Pakistan, Bangladesh, East Africa, Guyana, etc.)*	09 ◯	10 ◯
	f) **Black** *(from Africa, the Caribbean, Haiti, the U.S.A., Canada, etc.)*	11 ◯	12 ◯
	g) **North American Indian**	13 ◯	14 ◯
	h) **Metis**	15 ◯	16 ◯
	i) **Inuit** *(Eskimo)*	17 ◯	18 ◯
	j) **Arab** *(from Egypt, Jordan, Lebanon, Iraq, etc.)*	19 ◯	20 ◯
	k) **West Asian** *(from Syria, Turkey, Afghanistan, Armenia, Iran etc.)*	21 ◯	22 ◯
	l) **South East Asian** *(from Burma, Cambodia Kampuchea, Laos, Thailand, Vietnam, etc.)*	23 ◯	24 ◯
	m) **North African** *(from Egypt, Morocco, Algeria, Tunisia, etc.)*	25 ◯	26 ◯
	n) **Latin American** *(from Mexico, Central America, South America)* ...	27 ◯	28 ◯
	o) **British** *(from England, Scotland, Ireland, etc.)*	29 ◯	30 ◯
	p) **French**	31 ◯	32 ◯
	q) **Any other European groups** .	33 ◯	34 ◯
	r) **Canadian**	35 ◯	36 ◯
	s) **Any others**	37 ◯	38 ◯

(Specify) ↴

Appendix K - Other Statistics Canada Surveys

OTHER STATISTICS CANADA SURVEYS:

QUESTIONS USEFUL IN IDENTIFYING VISIBLE MINORITIES

90. Which ethnic or cultural group do you belong to?

[01]◯ Canadian

[02]◯ French

[03]◯ English (British)

[04]◯ German

[05]◯ Scottish

[06]◯ Irish

[07]◯ Italian

[08]◯ Ukrainian

[09]◯ Dutch

[10]◯ Chinese

[11]◯ Jewish

[12]◯ Polish

[13]◯ Portugese

[14]◯ Other

OTHER STATISTICS CANADA SURVEYS:

QUESTIONS USEFUL IN IDENTIFYING VISIBLE MINORITIES.

B10. In what country were you born?

Canada $^1\bigcirc\longrightarrow$ In which province or territory?

Newfoundland .... $^{01}\bigcirc$

Prince Edward Island ...... $^{02}\bigcirc$

Nova Scotia . .... $^{03}\bigcirc$

New Brunswick .... $^{04}\bigcirc$

Quebec .... $^{05}\bigcirc$

Ontario ... $^{06}\bigcirc$

Manitoba............... $^{07}\bigcirc$

Saskatchewan .... $^{08}\bigcirc$

Alberta .. .. $^{09}\bigcirc$

British Columbia.... ..... $^{10}\bigcirc$

Yukon Territory .... $^{11}\bigcirc$

Northwest Territories . . $^{12}\bigcirc$

} Go to B12

Country
outside $_2\bigcirc$
Canada
(Specify)

} Go to B11

B19. What, if any, is your religion?

No religion . .. $^{01}\bigcirc\longrightarrow$ Go to B21

Roman Catholic $^{02}\bigcirc$

·United Church ..... $^{03}\bigcirc$

Anglican . $^{04}\bigcirc$

Presbyterian . $^{05}\bigcirc$

Lutheran .... $^{06}\bigcirc$

Baptist .... $^{07}\bigcirc$

Eastern Orthodox.... . $^{08}\bigcirc$

Jewish ... $^{09}\bigcirc$

Other . .... . $^{10}\bigcirc$

(Specify)

B13. What language did you first speak in childhood? *(Accept multiple response only if languages were used equally)*

Do you still understand that/those language(s)?

English ¹○

French ²○ ⟶ Yes ⁰³○ No ⁰⁴○

Italian ³○ ⟶ Yes ⁰⁵○ No ⁰⁶○

German ⁴○ ⟶ Yes ⁰⁷○ No ⁰⁸○

Ukrainian ⁵○ ⟶ Yes ⁰⁹○ No ¹⁰○

Other ⁶○ ⟶ Yes ¹¹○ No ¹²○

(Specify)

B14. What language do you speak most often at home? *(Accept multiple response only if languages are spoken equally)*

English .... ¹○

French ²○

Italian ³○

Chinese .... ⁴○

German .. ⁵○

Other ⁶○

(Specify)

B21. To which ethnic or cultural group do you or did your ancestors belong? *(Accept multiple response)*

French ⁰¹○

English ⁰²○

Irish ⁰³○

Scottish ○

German ⁰⁵○

Italian ⁰⁶○

Ukrainian.... ... ⁰⁷○

Other ⁰⁸○

(Specify)

Canadian *(Probe)* ⁰⁹○

Don't know .... ¹⁰○

OTHER STATISTICS CANADA SURVEYS:

QUESTIONS USEFUL IN IDENTIFYING VISIBLE MINORITIES.

17. **What is . . cultural identity? For example, North American Indian, Métis, Inuit, English, French.** *(Mark or specify all that apply).*	North American Indian 1 ◯ Métis . . . . 2 ◯ Inuit (Eskimo) . . . . 3 ◯ English . . . . 4 ◯ French . . . . 5 ◯ Canadian . . . . 6 ◯ Other cultural group *(specify below)* . . . . . . 7 ◯
19. **What is . . race or colour?** *(Persons of mixed race should identify all applicable groups)*	Native . . . . 1 ◯ White . . . . 2 ◯ Black . . . . 3 ◯ Other race or colour *(specify below)* . . . . . . 4 ◯

20. a) Where was . . father born?	In Canada . . . . ¹○
	Outside Canada *(specify below)* . . . . . . ²○
b) Where was . . mother born?	In Canada . . . . ³○
	Outside Canada *(specify below)* . . . . . . ⁴○
21. What are the cultural origins of . . parents and grandparents?	North American Indian ¹○
	Métis . . . . ²○
	Inuit (Eskimo) . . . . ³○
	French . . . . ⁴○
	English . . . . ⁵○
	Canadian . . . . ⁶○
	Other cultural group *(specify below)* . . . . . . ⁷○

Appendix L - Canadian Centre for Justice

CANADIAN CENTRE FOR JUSTICE STATISTICS:

INFORMATION USED IN THE CATEGORIES OF PERSONS BY THE CANADIAN
CENTRE FOR JUSTICE STATISTICS.

Race

Record: Person Level.

Field-length: one field, alpha.

General Definition: - race is defined as both a group of persons of common
                       descent and as a class of persons with common
                       features. Racial origin does not refer to citizenship
                       nationality, or cultural identity. People are commonly
                       grouped into one of three racial groupings: Caucasian,
                       Negroid or Mongoloid. Below, the categories listed
                       cover these three basic groupings.

                    - for the purposes of this survey, classes of people
                       within these categories have been separated out based
                       on their ethnic origins. The primary reason for this
                       is to more accurately reflect the larger ethnic and
                       racial populations that are part of Canada.

Coding Options:
  'blank'
  not applicable   - the accused is a company.

  A. unknown   - the race of the person, victim or accused, could not be
                        determined.

  B. European   - includes persons whose origins are either in Western,
     "White"   Eastern, Central, Northern or Southern Europe e.g.,
                        British, French, German, Finnish or Spanish. (For
                        example, this category would include a South or Central
                        American whose predominant origins are Spanish). This
                        category of persons, together with C. South Asians,
                        constitute the whole of the Caucasian grouping
                        mentioned above.

Race (Cont'd)

C. South Asian   —   includes persons whose origins are in the Southern part
                              of Asia i.e. East Indian, Pakistani, Punjabi, Sri
                              Lankan, Tamil, Bengali, Bangladeshi. This category of
                              persons, together with B. European "White", constitute
                              the whole of the "Caucasian" grouping mentioned above.

D. Negroid   —   includes persons of negro, melanesian, Pigmy black and
   "Black"   bushman origins i.e. African Black, Caribbean Black,
                              American Black, Canadian Black. This category of
                              persons constitute the whole of the Negroid "Black"
                              grouping mentioned above.

E. East/South East   —   includes persons of mongolian and malaysian origins,
   Asian   member of Asian people, e.g., Japanese, Chinese,
   'Yellow'   Vietnamese, Korean, Filipino, Indo-Chinese, Malaysian.
                              This category of persons, together with Aboriginal
                              Peoples, F., South and Central American Origins, G.,
                              constitute the whole of the "Mongoloid" grouping
                              mentioned above.

   F. Aboriginal   —   descendants of the original inhabitants of North
      Peoples   America. Three categories are outlined below, North
                              American Indian, Inuit (or Eskimo) and Métis. It has
                              been found that a "native" in the Northwest Territories
                              or a "mixed breed" in Quebec will identify themselves
                              specifically as an Inuit or Métis respectively, rather
                              than under the general classification of "North
                              American Indian".

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Aboriginal Peoples (cont'd)

This grouping of North American aboriginal peoples (F.) together with E. East/South East Asian and G. Latin, South and Central American Origins constitute the whole of the "Mongoloid" grouping mentioned above.

North American Indian
- includes status Indians:
persons registered or entitled to be registered as an Indian according to the Indian Act.
(Note: Approximately 50 per cent of the status Indiana in Canada are treaty Indians, that is, persons who belong to a body or band of Indians who were signatories to a treaty with the Crown).

- includes non-status indians:
Indian peoples or those descended from them who, for one reason or another, have lost their right to be registered as Indians as defined by the Indian Act. This group includes Indian women who have married non-Indian men.

Inuit (Eskimo)
- the Inuit are the aboriginal inhabitants of Northern Canada who generally reside north of the 60th parallel, although some live in Northern Québec and Labrador. The federal government's power to make laws in respect to "Indians", and lands reserved for Indians was interpreted to extend to Inuit by the Supreme Court of Canada in 1939. However, Inuit are not covered by the Indian Act.

Race (Cont'd)

Métis
— are descendants of people of mixed Indian and European ancestry who formed a distinct socio-cultural entity in the 19th century. The Métis have gone on to absorb the mixed offspring of Native Indian people and groups from all over the world.

G. Central and South American Origin
— includes aboriginal peoples of Central and South America, e.g. the Mayans of Mexico, Guatemala, etc. This category of persons, together with E., East/South East Asian, and Aboriginal peoples, F., constitute the whole of the "Mongoloid" grouping mentioned above.

Z. Other
— includes persons who are not classified in categories above, i.e. Arab, Egyptian, Turk, Armenian.

Scoring Rule:
none

(Note: A comment on the collection of this data element. It is likely that the order of criteria which an officer will use to code this data element for a victim and/or accused will be the person's skin colour, the language they speak or their last name, or a combination of the above.)

9. Racial origin (36)
- 0 ☐ Not stated
- 1 ☐ Caucasian
- 2 ☐ Negroid
- 3 ☐ Mongoloid
- 4 ☐ Canadian Indian
- 5 ☐ Eskimo
- 6 ☐ Metis

Appendix M - Public Service Application Forms

THE FEDERAL PUBLIC SERVICE:

QUESTIONS TO OBTAIN INFORMATION ON VISIBLE MINORITIES.

The Public Service Commission of Canada is committed to ensuring equal opportunity for employment in the Public Service of Canada and supports Affirmative Action programs to promote the more equitable participation of women, Aboriginal peoples of Canada (Inuit, Métis, non-status Indians, status Indians), disabled persons and members of visible minority groups.

By *voluntarily* providing information about yourself in the following areas, you will assist the Public Service in more effectively meeting its commitment to improve Public Service employment opportunities for members of under-represented groups.

Members of visible minority groups
Are you, by virtue of your race or color, in a visible minority in Canada? ☐ Yes ☐ Oui ☐ No ☐ Non

If yes, please check the appropriate box, regardless of your country of birth: (check one only).

Membres des minorités visibles
En raison de votre race ou de votre couleur, faites-vous partie d'un groupe de minorité visible au Canada? ☐ Yes ☐ Oui ☐ No ☐ Non

Si vous avez répondu oui, veuillez cocher la case voulue (une seule case) peu importe le pays de votre naissance:

☐ Black
  Noir

☐ Chinese
  Chinois

☐ Filipino
  Philippin

☐ South Asian (Indo-Pakistani)
  Asiatique du Sud (Indo-Pakistanais)

☐ Japanese
  Japonais

☐ Korean
  Coréen

☐ South East Asian (Burma, Cambodia, Laos, Thailand, Vietnam, etc.)
  Asietique du Sud-Est (Birmanie, Cambodge, Laos, Thailande, Viêt-nam, etc.)

☐ West Asian or North African
  Asiatique de l'Ouest ou Nord Africain

☐ Other visible minority group (specify):
  Autre groupe de minorités visibles (précisez): _____

Appendix N - Public Service Survey Questionnaire

SURVEYS IN THE PUBLIC SERVICE

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3. Do you consider yourself to be of: (check more than one, if appropriate)

i) **African origin (Black)**   41 ☐ Includes Caribbean and Canadian/American

ii) **Asian origin**

42 ☐ Bangladeshi   43 ☐ Cambodian   44 ☐ Caribbean   45 ☐ Chinese   46 ☐ Indian (India)

47 ☐ Japanese   48 ☐ Korean   49 ☐ Laotian   50 ☐ Pakistani   51 ☐ Filipino

52 ☐ Vietnamese   53 ☐ Other (please specify) _____

iii) **Oceanic origin**   54 ☐ Includes Polynesian, Melanesian, Micronesian, etc.

iv) **Any combination of African, Asian or Oceanic origins**   55 ☐

---

9. Are you, by virtue of your race or colour, in a visible minority in Canada?

☐ Yes   ☐ No

If yes, please check the appropriate box, regardless of your country of birth: (check one only)

41 ☐ Black   45 ☐ Chinese   47 ☐ Japanese   48 ☐ Korean

51 ☐ Filipino   56 ☐ South Asian (Indo-Pakistani)   57 ☐ West Asian or North African

58 ☐ South East Asian (Burma, Cambodia, Laos, Thailand, Vietnam, etc.)

59 ☐ Other visible minority group (please specify) _____

---

9. Are you, by virtue of your race or colour, in a visible minority in Canada?

☐ Yes   ☐ No

If yes, please check the appropriate box, regardless of your country of birth: (check one only)

41 ☐ Black   45 ☐ Chinese   47 ☐ Japanese   48 ☐ Korean

51 ☐ Filipino   56 ☐ South Asian (Indo-Pakistani)   57 ☐ Visible Minority West Asian or North African

58 ☐ South East Asian (Burmese, Cambodian, Laotian, Thai, Vietnamese, etc.)

42 ☐ Visible Minority Latin American   43 ☐ Oceanic (Polynesian, Micronesian, Melanesian, etc.)

44 ☐ Persons of mixed race or colour (including at least one of the visible minority groups listed above)

59 ☐ Other visible minority group (please specify only if *none* of the preceding boxes describes your visible minority group) _____