A Data Story: Ethnocultural Diversity and Inclusion

A discussion with Statistics Canada

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Statistics Canada / Statistique Canada

Canada

Statistics Canada and
measuring diversity and inclusion

Who are we?

Statistics Canada has two primary objectives:

1) To provide statistical information and analysis about Canada's economic and social structure;

2) To promote sound statistical practices and standards.

Statistics Canada's modernization pillars

User-centric Service Delivery

Statistical Capacity Building and Leadership

Leading-edge Methods and Data Integration

Sharing and Collaboration

Forces at play in defining a measure on diversity and inclusion

Policies and programs

Legislation

Scientific

Technological changes

Interest groups, community organizations, sub-populations

Public opinion, opinion leaders, media

Demographic changes

Measuring diversity and inclusion

Various data sources are used to measure and take into account the cultural, ethnic, linguistic and religious diversity and pluralism in Canada

Census

Administrative databases

- Longitudinal Immigration Database (IMDB)
- Uniform Crime Reporting Survey

Thematic surveys

- General Social Survey (GSS)
- Canadian Community Health Survey (CCHS)
- Labour Force Survey (LFS)
- Program for the International Assessment of Adult Competencies (PIAAC)
- Longitudinal and International Study of Adults (LISA)

Surveys of specific populations

- Survey on the Vitality of Official-Language Minorities (SVOLM)
- Aboriginal Peoples Survey (APS)
- Ethnic Diversity Survey (EDS)
- Longitudinal Survey of Immigrants to Canada (LSIC)

Evolution of ethnocultural questions in the Canadian census
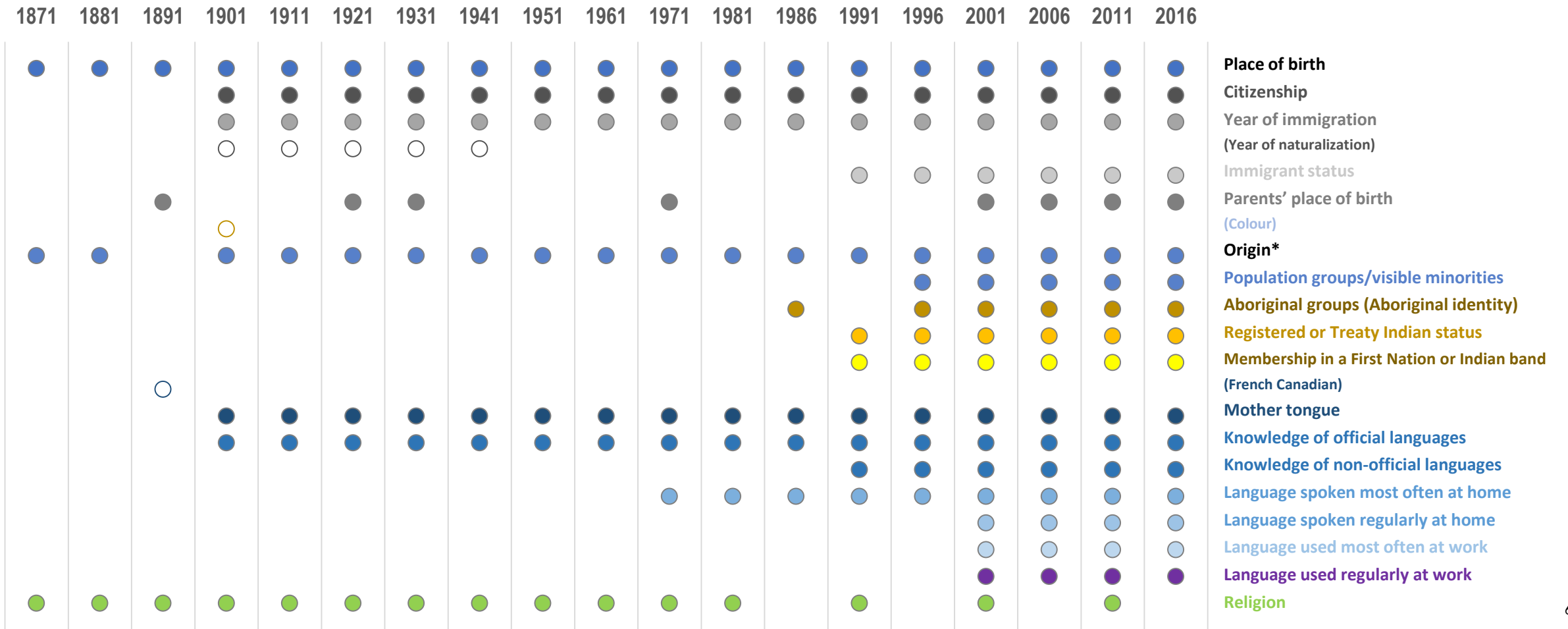
Key concepts in immigration and ethnocultural diversity in Canada

Place of birth

- Person's or parents' place of birth
- Generation status

Immigration

- Landed immigrants / permanent residents
  - Year of immigration
  - Admission category
- Non-permanent residents

Citizenship

- Canadian citizenship by birth or naturalization
- Country of citizenship

Religion

- Religious affiliation
- Religious attendance
- Importance of religion

Ethnic or cultural origins

Aboriginal peoples (First Nations, Métis and Inuit)

- Aboriginal ancestry
- Aboriginal identity
- Registered or Treaty Indian status
- Member of a First Nation or Indian band

Visible minorities

Language

- Mother tongue
- Language spoken at home, language used at work
- Knowledge of official languages and non-official languages
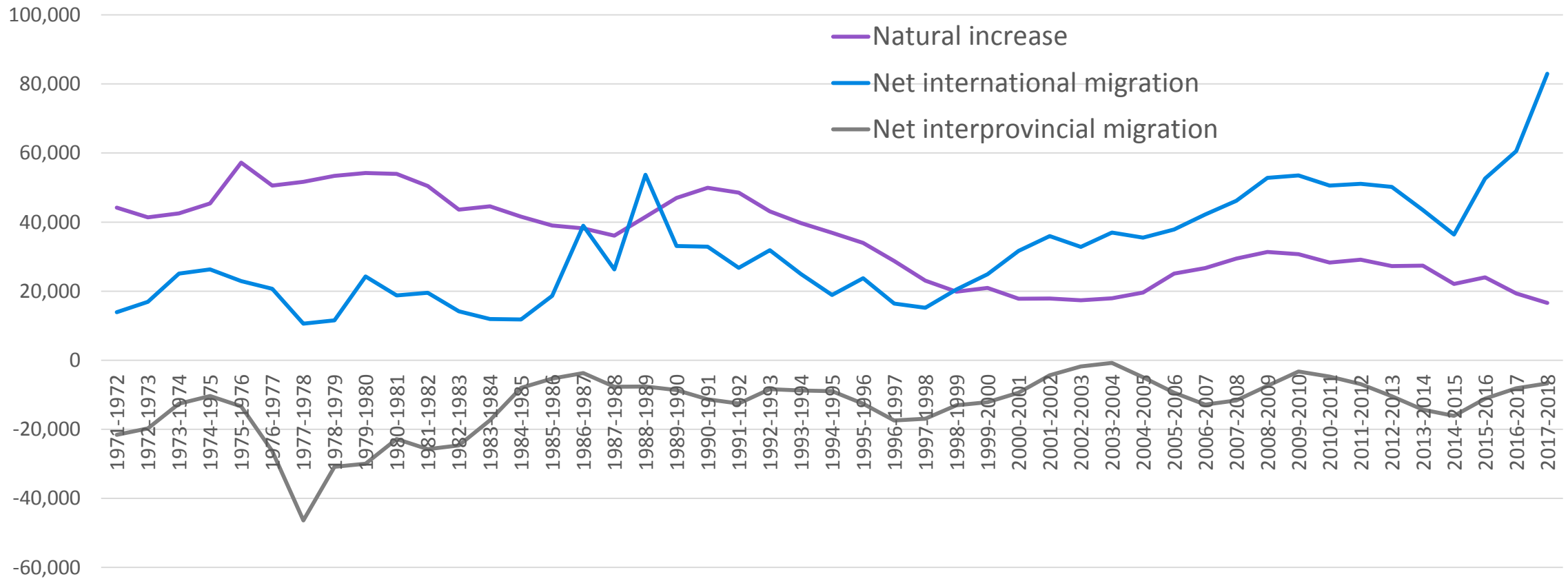- First official language spoken

Portrait of ethnocultural diversity in Quebec and Montréal

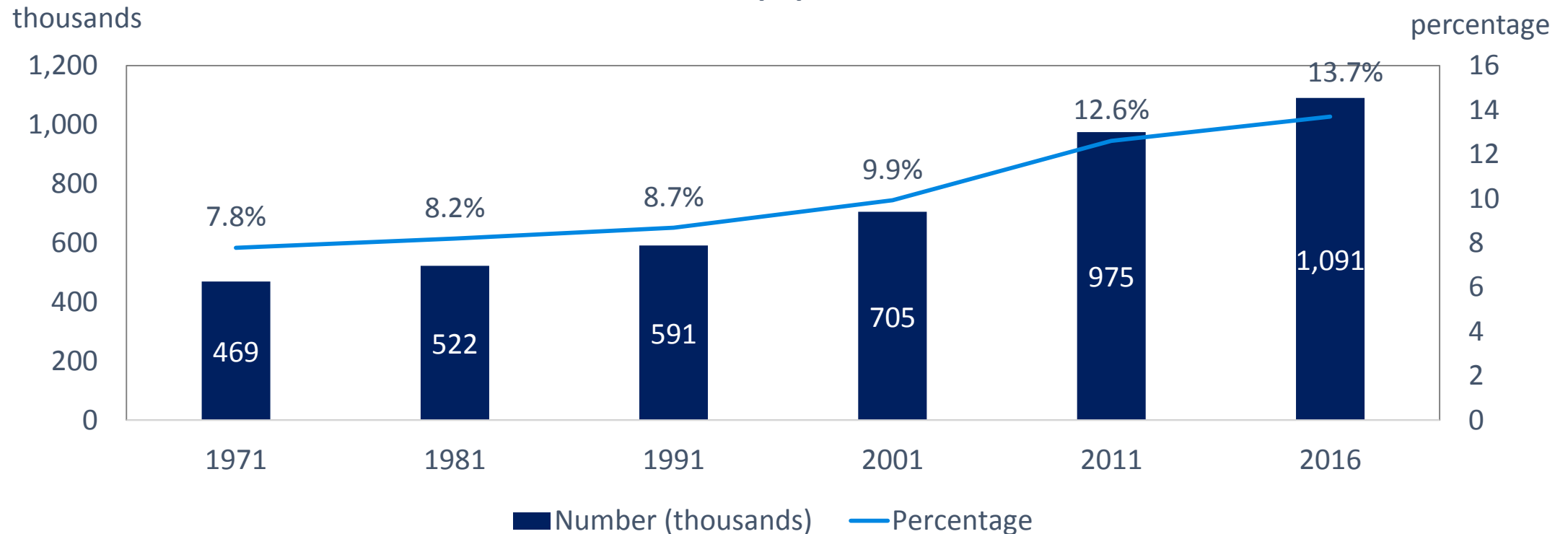# Net international migration is the main driver of population growth in Quebec

Sources of population growth in Quebec, 1971-1972 to 2017-2018

- Natural increase
- Net international migration
- Net interprovincial migration

Source: Statistics Canada, Population Estimates Program.

In 2016, immigrants represented nearly 14% of the total population in Quebec, compared with 29% in Ontario, 28% in British Columbia and 21% in Alberta

Number of immigrants in Quebec and demographic weight of the immigrant population within Quebec's population, 1971 to 2016
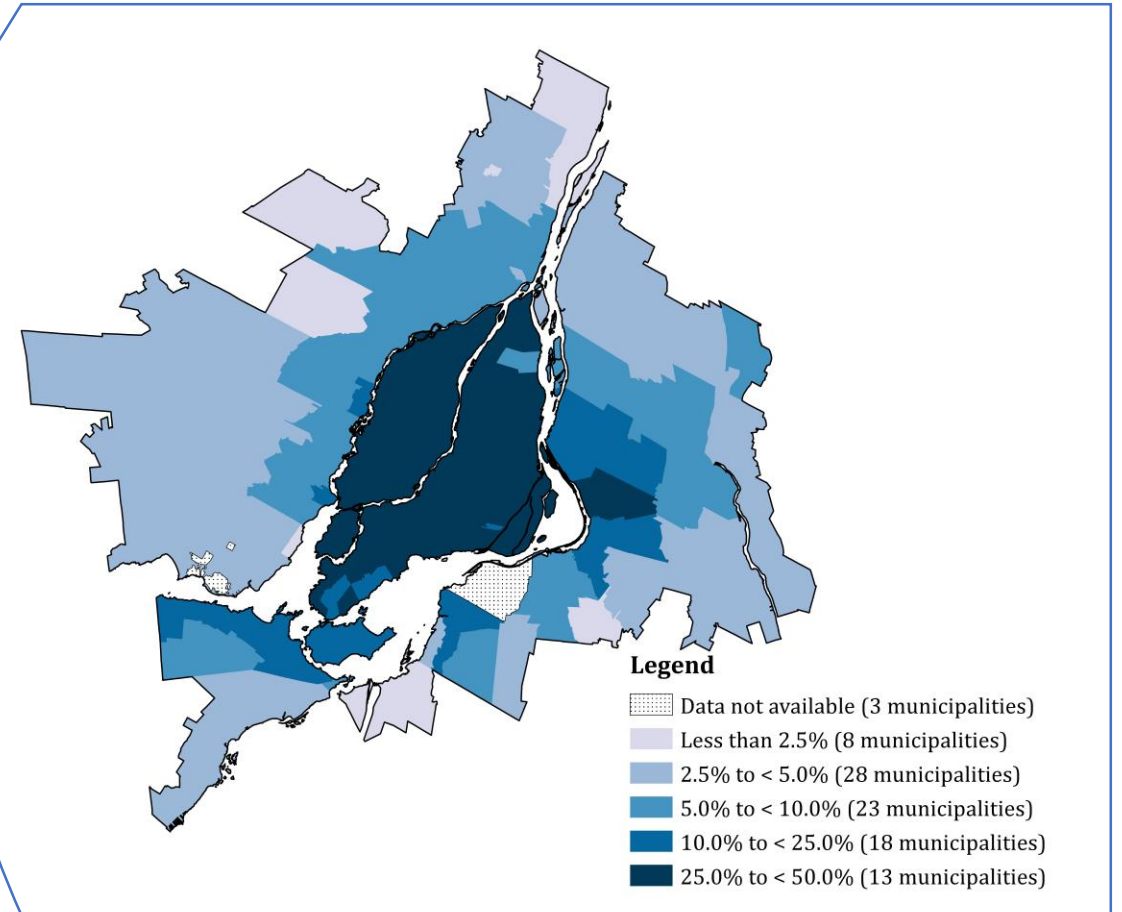

thousands

percentage

	1971	1981	1991	2001	2011	2016
Number (thousands)	469	522	591	705	975	1,091
Percentage	7.8%	8.2%	8.7%	9.9%	12.6%	13.7%

■ Number (thousands) — Percentage

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In Quebec, the proportion of immigrants is highest in the census metropolitan area of Montréal.

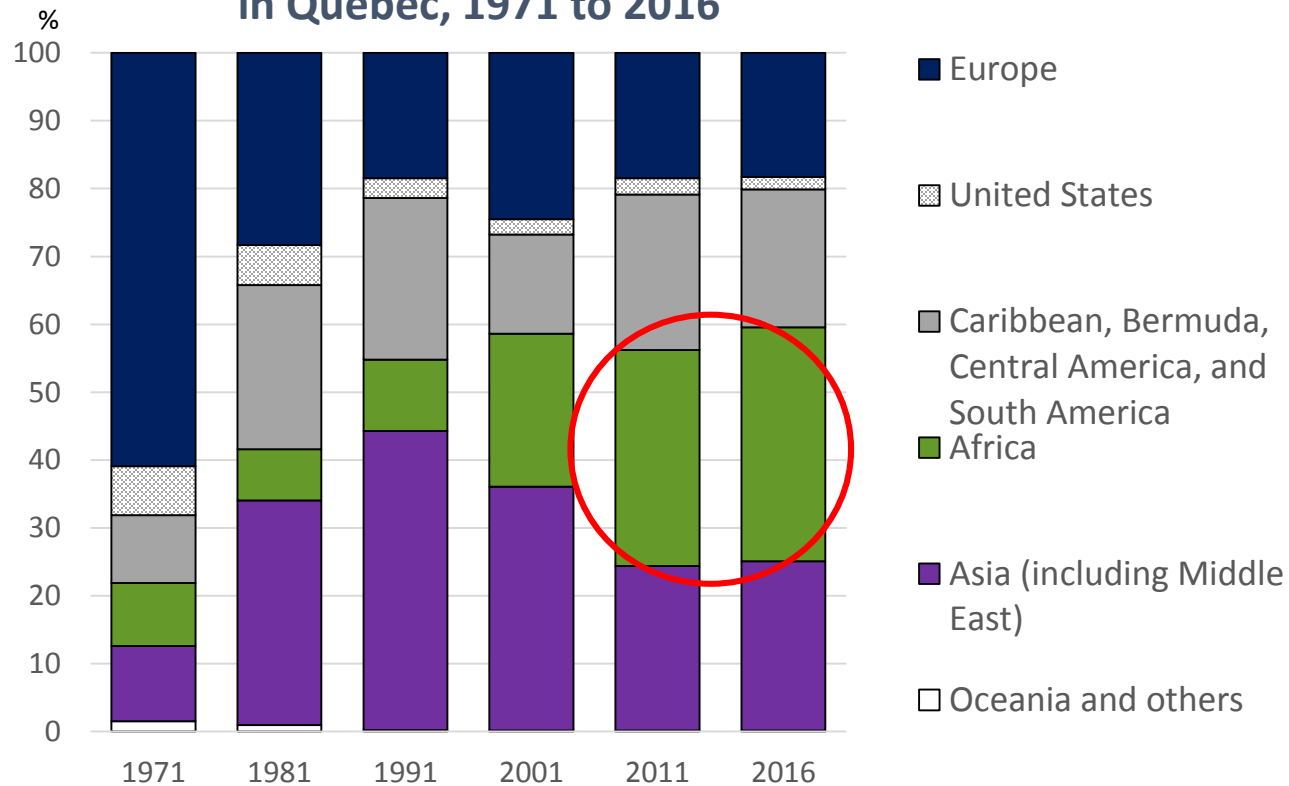**Number and proportion (%) of immigrants in the census metropolitan areas (CMA), Quebec, 2016**

	Number of immigrants	Proportion (in %)
Montréal	936,305	23.4
Québec	44,550	5.7
Ottawa-Gatineau (Quebec part)	36,095	11.0
Sherbrooke	14,555	7.1
Trois-Rivières	4,820	3.2
Saguenay	2,035	1.3
Outside of the CMA	52,945	2.3

Legend
- Data not available (3 municipalities)
- Less than 2.5% (8 municipalities)
- 2.5% to < 5.0% (28 municipalities)
- 5.0% to < 10.0% (23 municipalities)
- 10.0% to < 25.0% (18 municipalities)
- 25.0% to < 50.0% (13 municipalities)

Source: Statistics Canada, Census of Population, 2016.

Source countries for immigration in Quebec have changed a lot over time

Region of birth of recent immigrants in Quebec, 1971 to 2016

Legend:
- Europe
- United States
- Caribbean, Bermuda, Central America, and South America
- Africa
- Asia (including Middle East)
- Oceania and others

Top country of birth reported by recent immigrants in Quebec, 2016

- France (20,030)
- Haiti (16,880)
- Algeria (16,380)
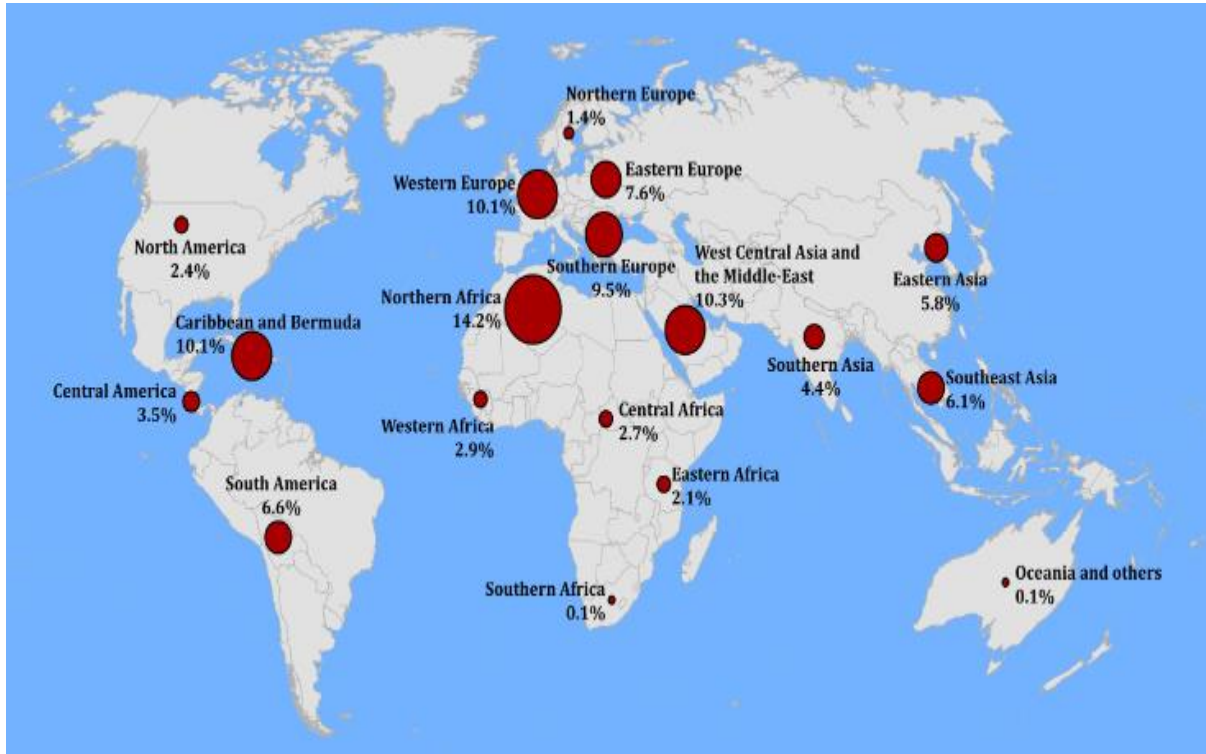- Morocco (13,475)
- China (10,705)

Note: "Recent immigrants" are immigrants who received landed immigrant or permanent resident status in Canada for the first time in the five years preceding a given census.
Sources: Statistics Canada, Census of Population, 1971 to 2001, 2016; National Household Survey, 2011.
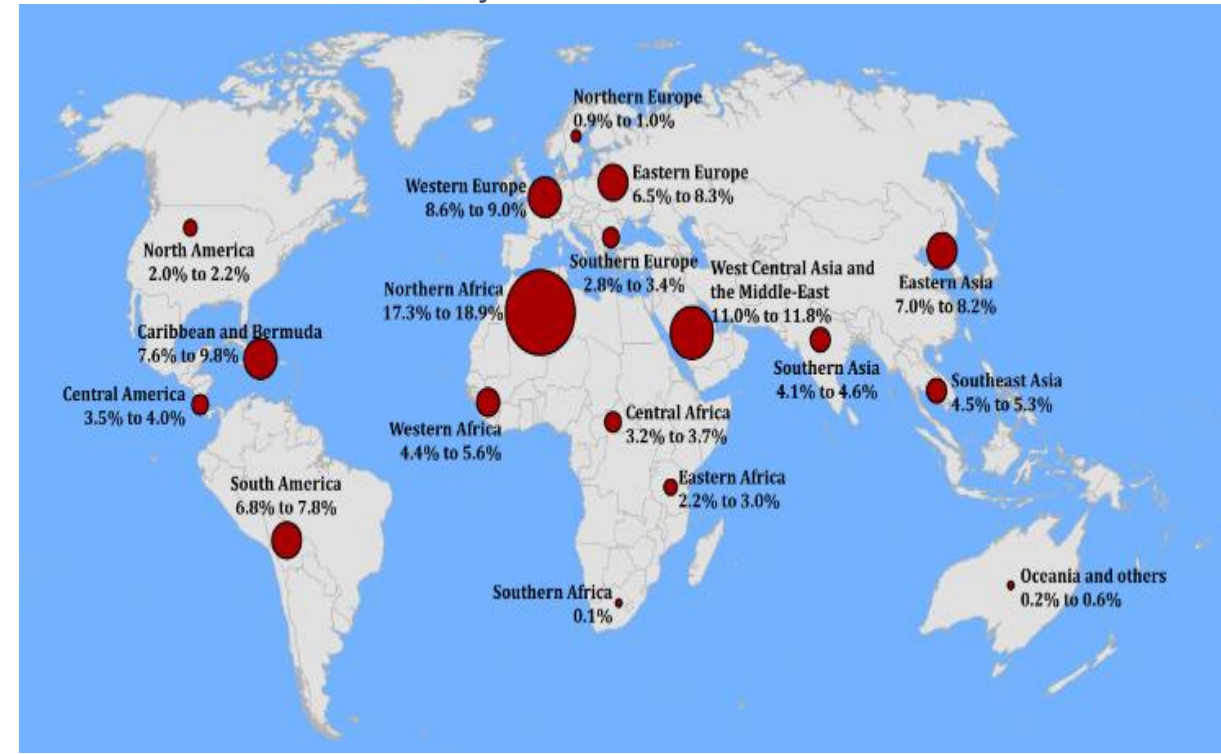
The share of immigrants from certain parts of the world could continue to grow, while those from earlier waves of immigration could continue to decline

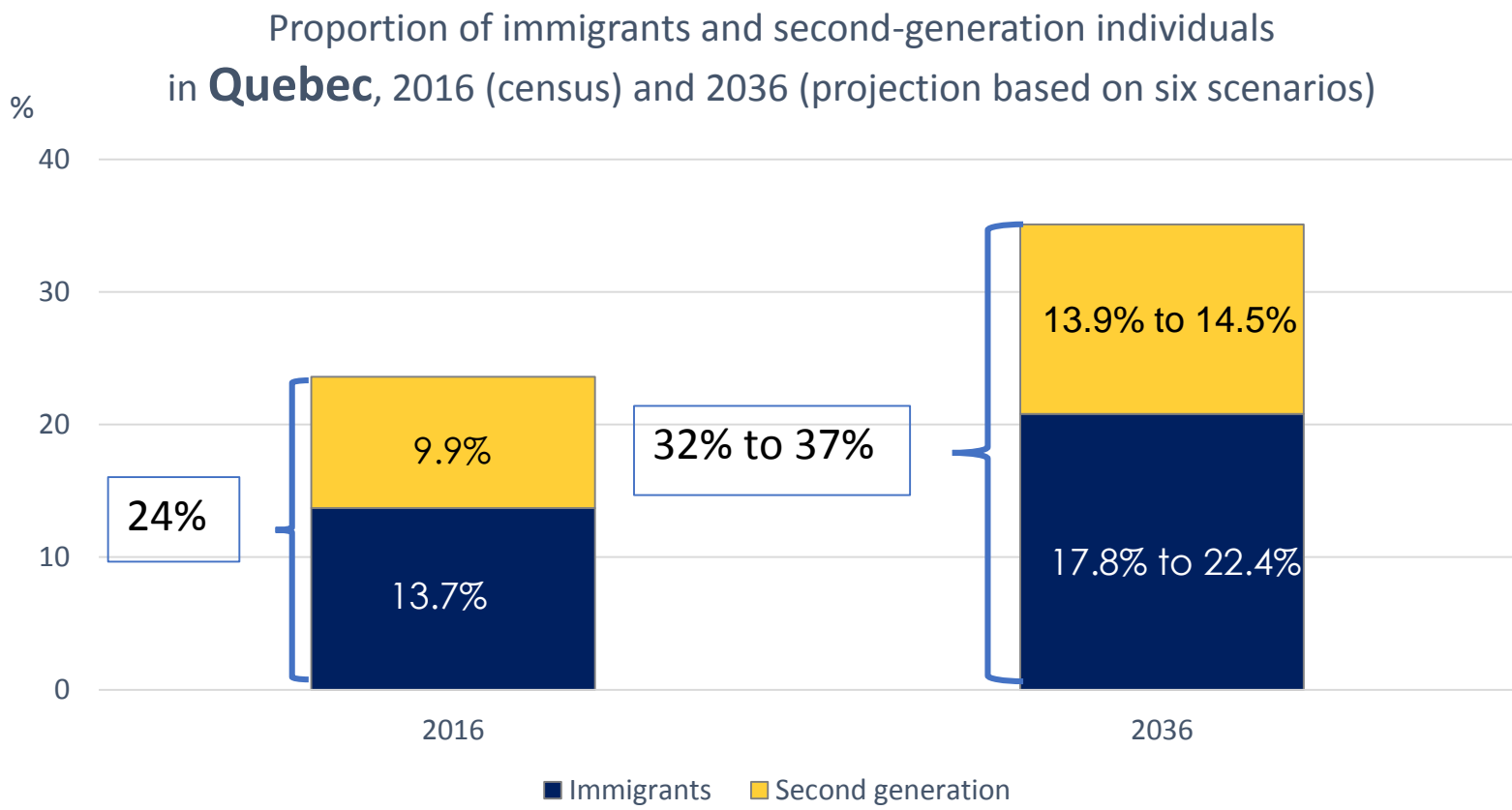**Distribution (as a percentage) of immigrants living in Quebec, by region of birth**

2016

2036 – Projected based on six scenarios

2016

- Northern Europe 1.4%
- Western Europe 10.1%
- Eastern Europe 7.6%
- North America 2.4%
- Southern Europe 9.5%
- West Central Asia and the Middle-East 10.3%
- Eastern Asia 5.8%
- Caribbean and Bermuda 10.1%
- Northern Africa 14.2%
- Central America 3.5%
- Western Africa 2.9%
- Central Africa 2.7%
- Southern Asia 4.4%
- Southeast Asia 6.1%
- South America 6.6%
- Eastern Africa 2.1%
- Southern Africa 0.1%
- Oceania and others 0.1%

2036

- Northern Europe 0.9% to 1.0%
- Western Europe 8.6% to 9.0%
- Eastern Europe 6.5% to 8.3%
- North America 2.0% to 2.2%
- Southern Europe 2.8% to 3.4%
- West Central Asia and the Middle-East 11.0% to 11.8%
- Eastern Asia 7.0% to 8.2%
- Caribbean and Bermuda 7.6% to 9.8%
- Northern Africa 17.3% to 18.9%
- Central America 3.5% to 4.0%
- Western Africa 4.4% to 5.6%
- Central Africa 3.2% to 3.7%
- Southern Asia 4.1% to 4.6%
- Southeast Asia 4.5% to 5.3%
- South America 6.8% to 7.8%
- Eastern Africa 2.2% to 3.0%
- Southern Africa 0.1%
- Oceania and others 0.2% to 0.6%

Although the diversity of the Quebec population has primarily been driven by various waves of international immigration, the population of people born in Canada to at least one immigrant parent is growing

Proportion of immigrants and second-generation individuals in **Quebec**, 2016 (census) and 2036 (projection based on six scenarios)

In the **Montréal** CMA, immigrants and second-generation individuals represented **41.8%** of the population **in 2016**.

This proportion could rise to between **49.7% and 55.6% in 2036**.

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Linguistic diversity in Montréal: more than 160 languages, including Indigenous and immigrant languages

Mother tongue of the Montréal population (CMA)
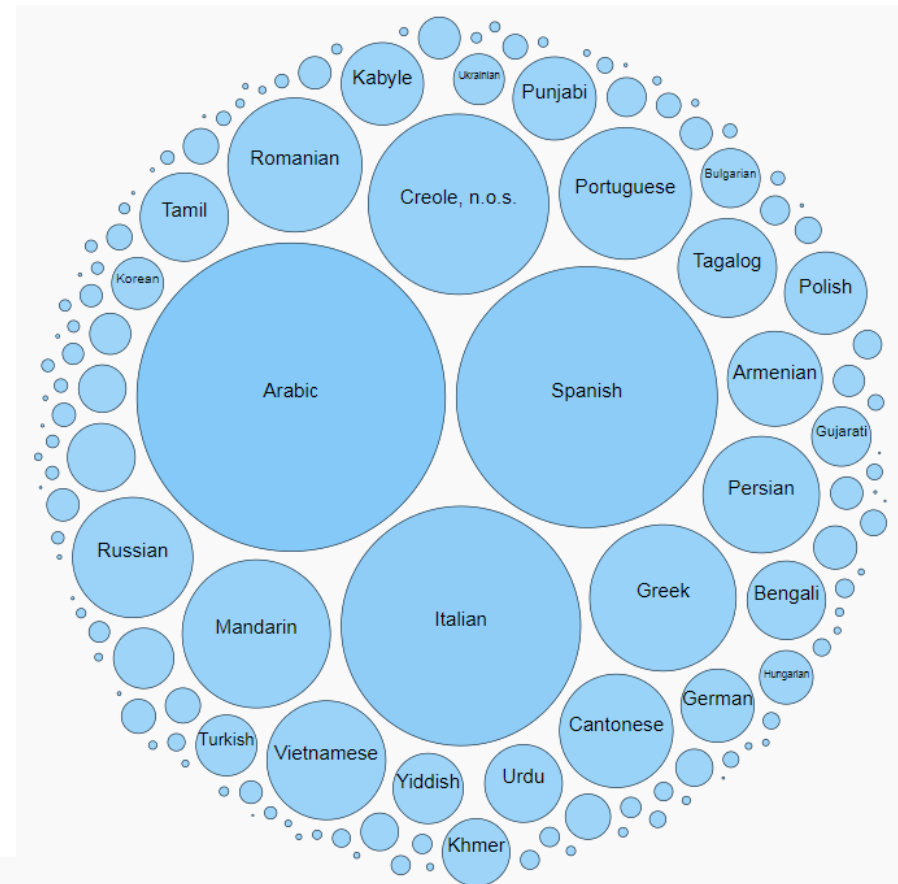
64.1% French

11.7% English

22.8% Other language only

1.5% English-French

Mother tongue of immigrants in Montréal (CMA)

20.8% French

7.7% English

70.6% Other language only

0.9% English-French

Relative proportion of the Montréal CMA population who reported a language other than English or French as their mother tongue, 2016
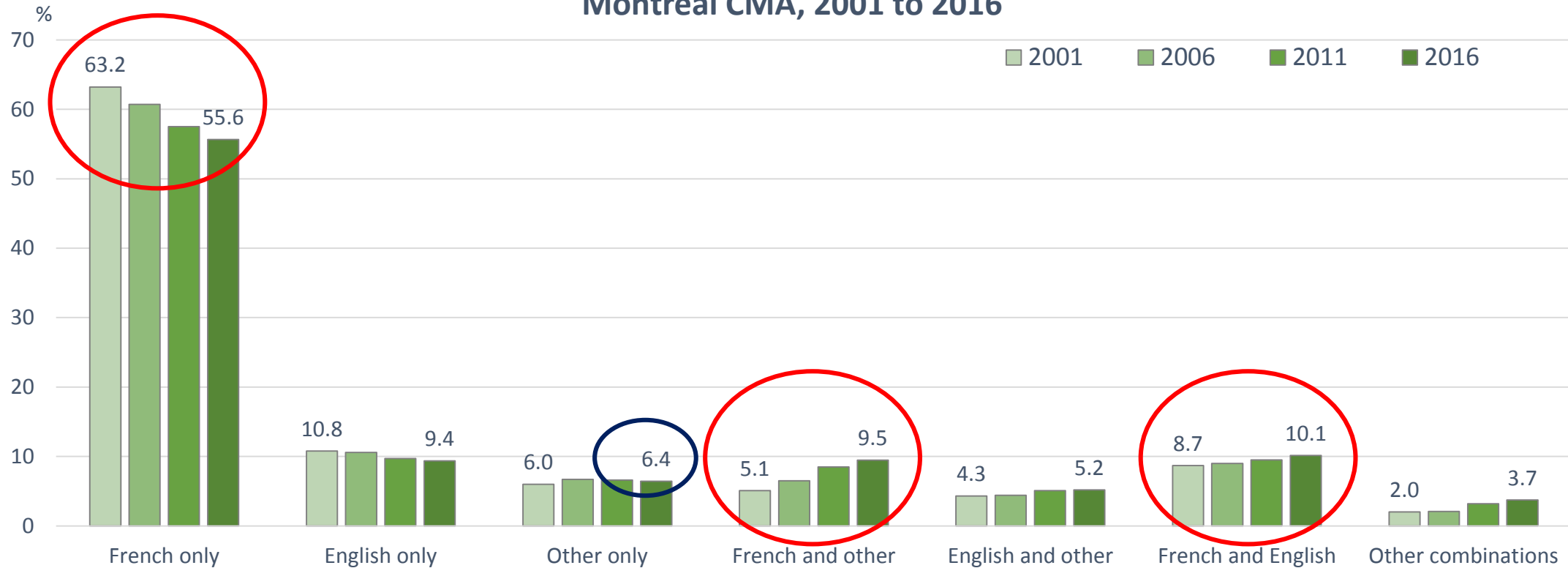

Source: Statistics Canada, Census of Population, 2016.

Growing multilingualism in the home

Languages spoken most often or regularly at home (secondary use),
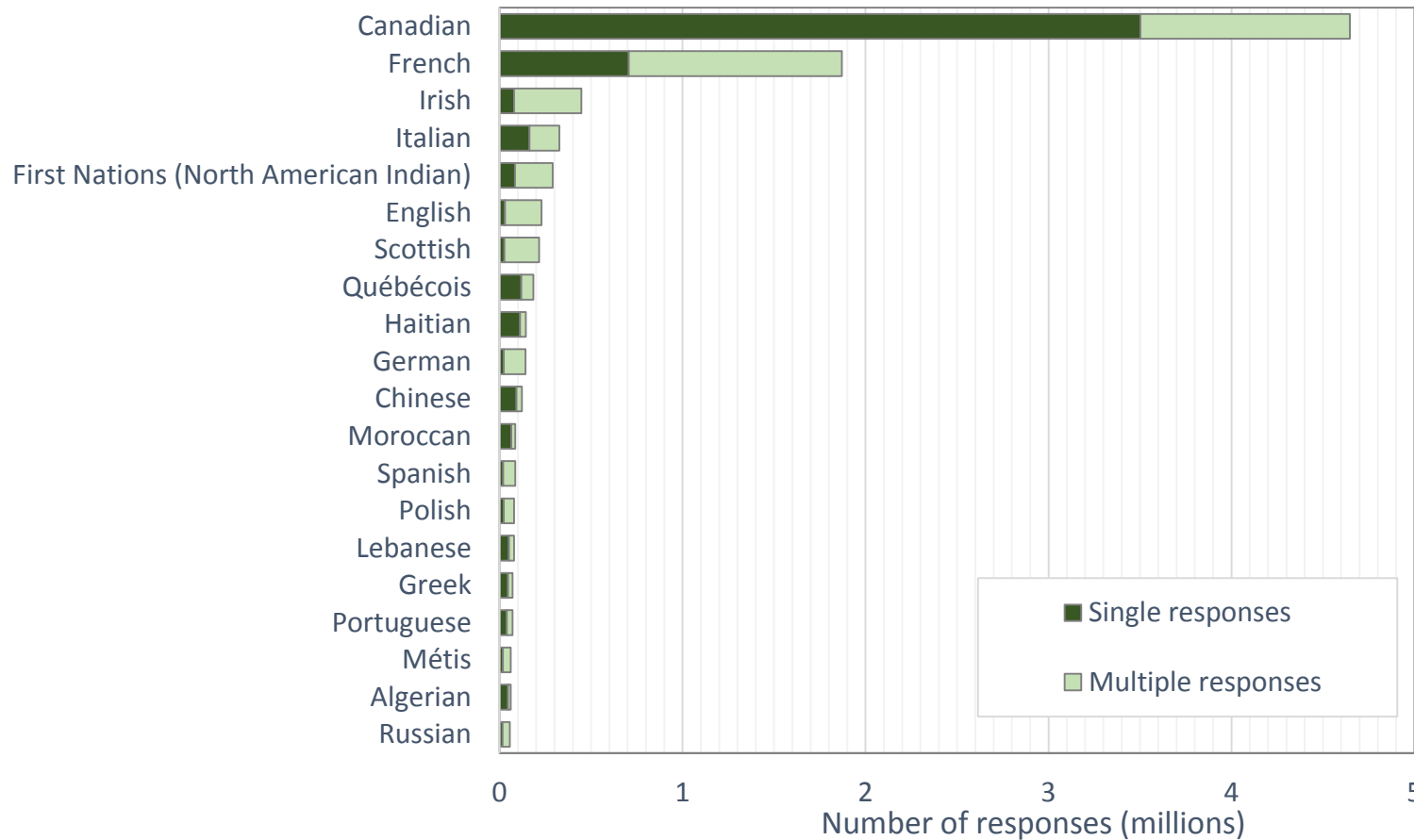Montréal CMA, 2001 to 2016

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More than 250 ethnic or cultural origins were reported by the Quebec population
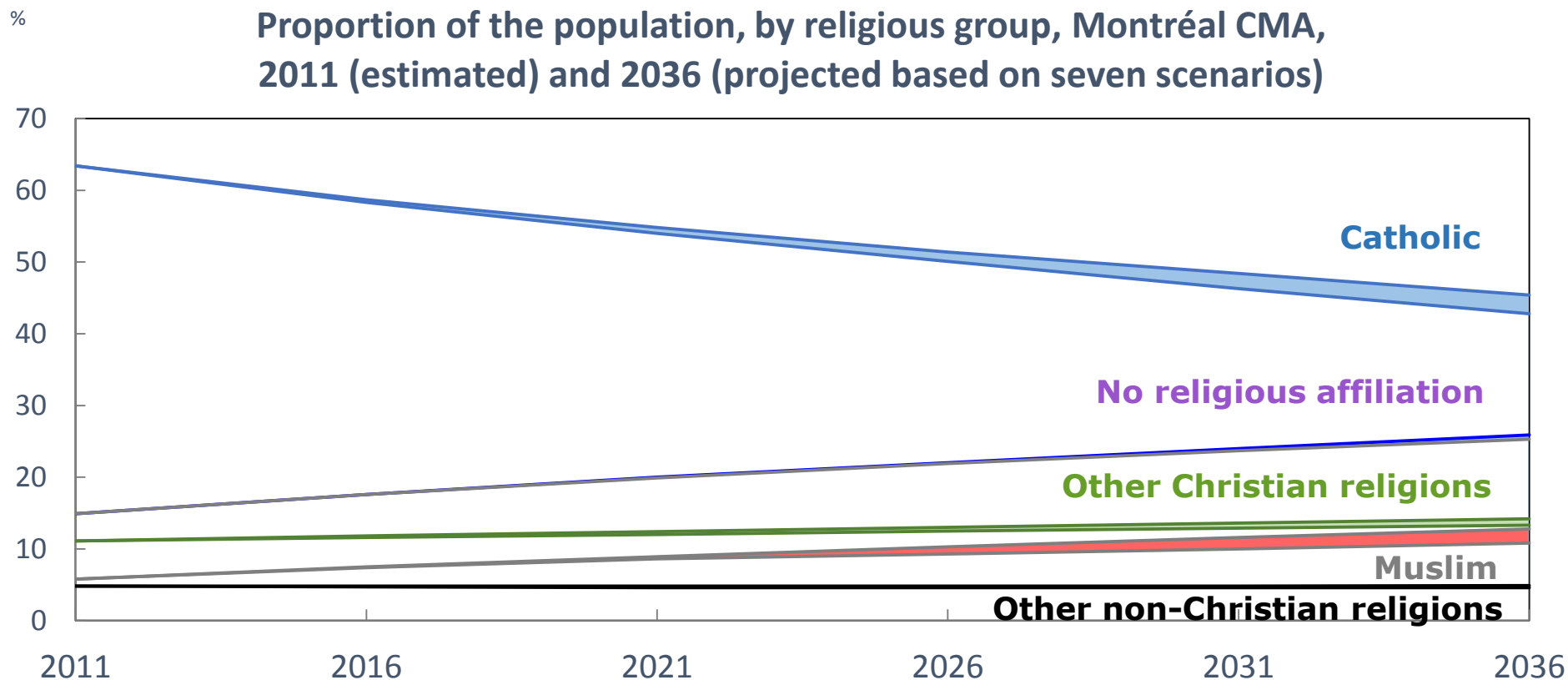
Top 20 ethnic origins reported in Quebec, 2016

In 2016, 25% of the Quebec population reported more than one origin in the census.

Ethnic origin refers to the ethnic or cultural origins of the person's ancestors. An ancestor is usually more distant than a grandparent.

Note: The total responses in this graph is greater than the total population, since a person can report more than one origin.

Source: Statistics Canada, Census of Population, 2016

According to the demographic projections, the proportion of the population in Montreal who report being Catholic may continue to decline, while the proportions who report having no religious affiliation or being Muslim could keep growing

%

Proportion of the population, by religious group, Montréal CMA, 2011 (estimated) and 2036 (projected based on seven scenarios)

Catholic

No religious affiliation

Other Christian religions

Muslim

Other non-Christian religions

2011   2016   2021   2026   2031   2036

44% of Catholics in Montréal attended religious ceremonies **at least once a year** in 2017.

Note: The shaded area indicates the interval between the minimum and maximum values projected by all the scenarios considered.
Sources: Statistics Canada. 2017. *Immigration and Diversity: Population Projections for Canada and its Regions, 2011 and 2036*, Statistics Canada Catalogue no. 91-551 ; General Social Survey, 2017.

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In Quebec, the three largest visible minority groups as defined by the *Employment Equity Act* are Black, Arab and Latin American

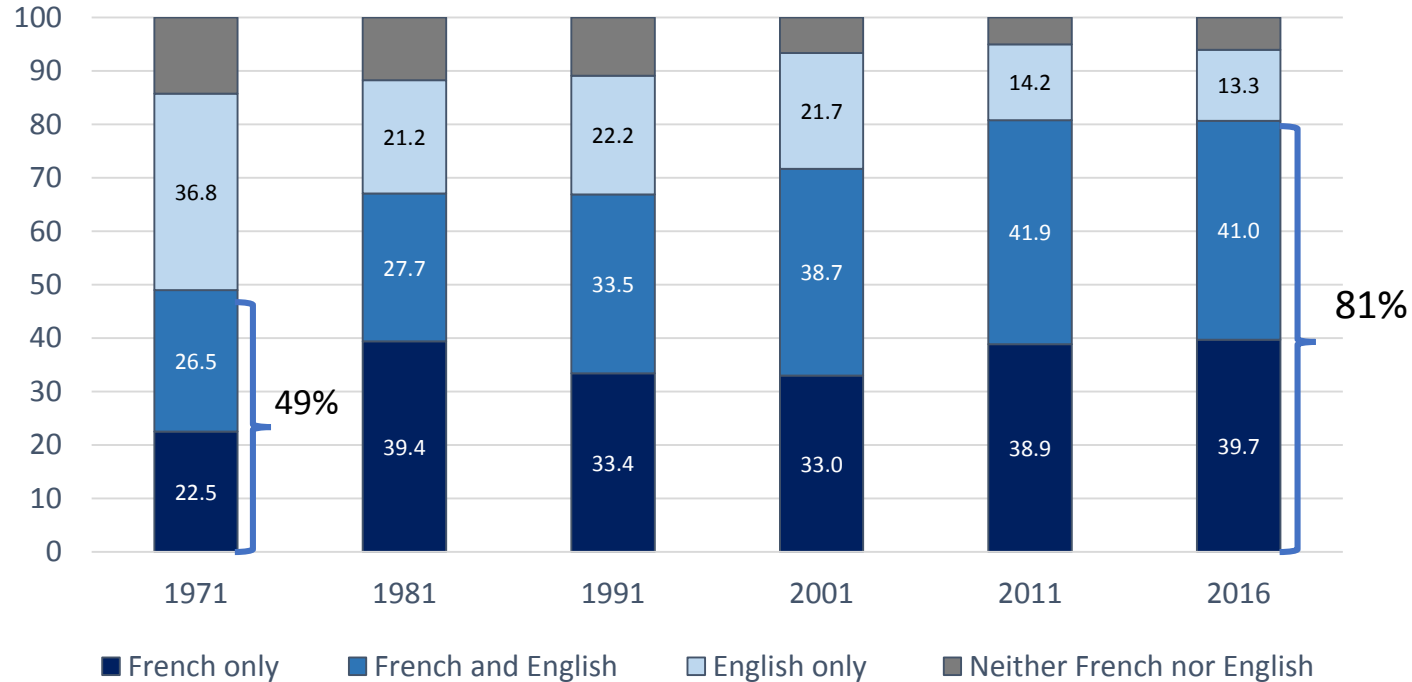**Main groups defined as visible minorities in Quebec, 2001 to 2016**
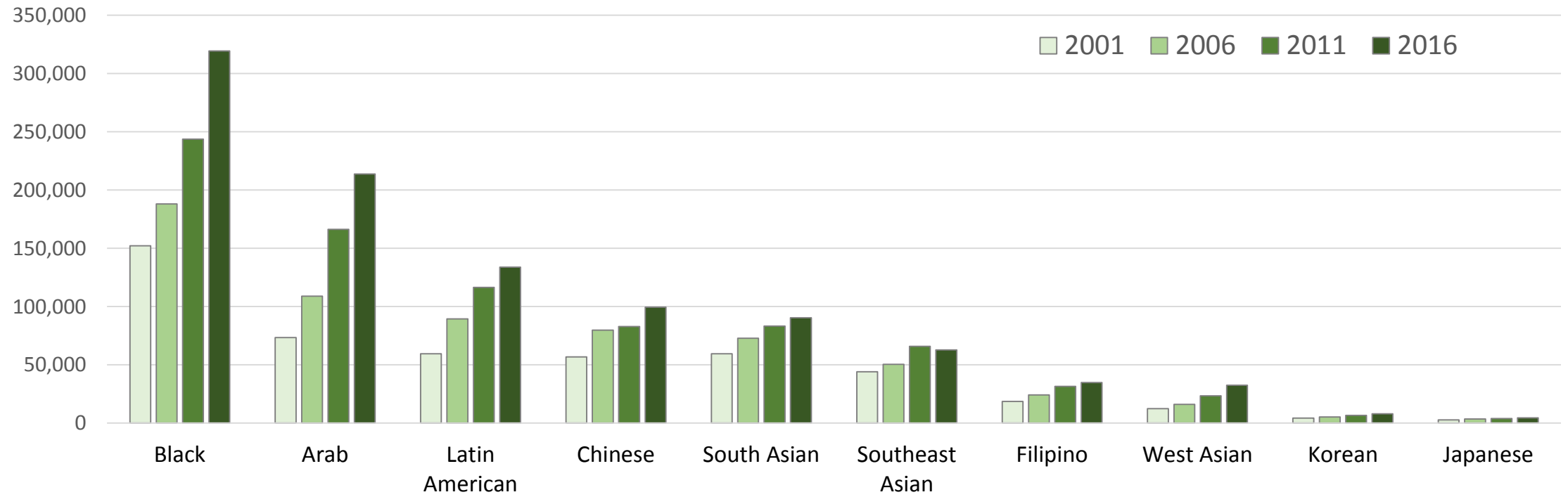
Inclusion and integration: Challenges and issues

In Quebec, the proportion of recent immigrants who know French has increased over the decades

Self-reported ability of recent immigrants to conduct a conversation in English or French, Quebec, 1971 to 2016

%

	1971	1981	1991	2001	2011	2016
Neither French nor English						
English only	36.8	21.2	22.2	21.7	14.2	13.3
French and English	26.5	27.7	33.5	38.7	41.9	41.0
French only	22.5	39.4	33.4	33.0	38.9	39.7

49% 81%

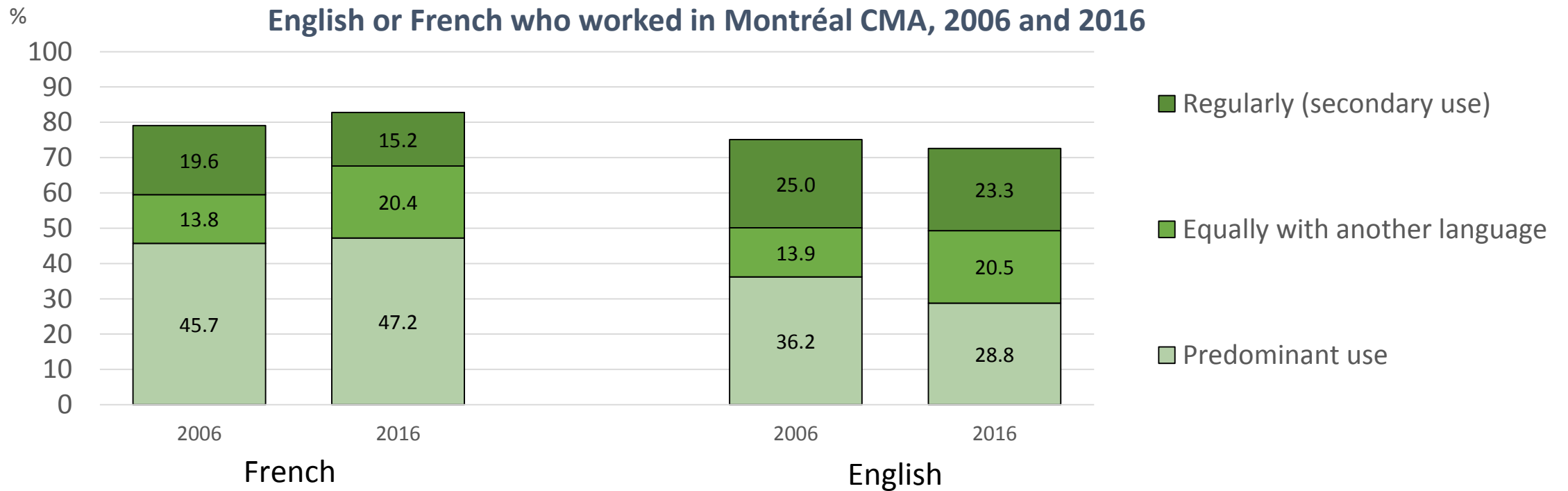■ French only ■ French and English □ English only ■ Neither French nor English

Ability to have a conversation in at least three languages

- In the Montréal CMA, around **1 in 2 immigrants** with a mother tongue other than English or French can have a conversation in at least three languages.

- In the Toronto, Vancouver and Calgary CMAs, the ratio was **1 in 5 immigrants**.

Between 2006 and 2016, there was an increase in the equal use of French and English at work by the population with an "other" mother tongue and a decrease in the predominant use of English

Use of English and French at work by the population with a mother tongue other than English or French who worked in Montréal CMA, 2006 and 2016

%

- Regularly (secondary use)
- Equally with another language
- Predominant use

French
- 2006: 45.7, 13.8, 19.6
- 2016: 47.2, 20.4, 15.2

English
- 2006: 36.2, 13.9, 25.0
- 2016: 28.8, 20.5, 23.3

Sources: Statistics Canada, Census of Population, 2006 and 2016.

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Although the situation has improved recently, employment rates for immigrants remain lower than for the Canadian-born. However, this gap is smaller for established immigrants than for recent immigrants

**Employment rate for the core-aged group (25 to 54 years),
by sex and immigrant status and immigration period, Montréal CMA, 2006 to 2018**
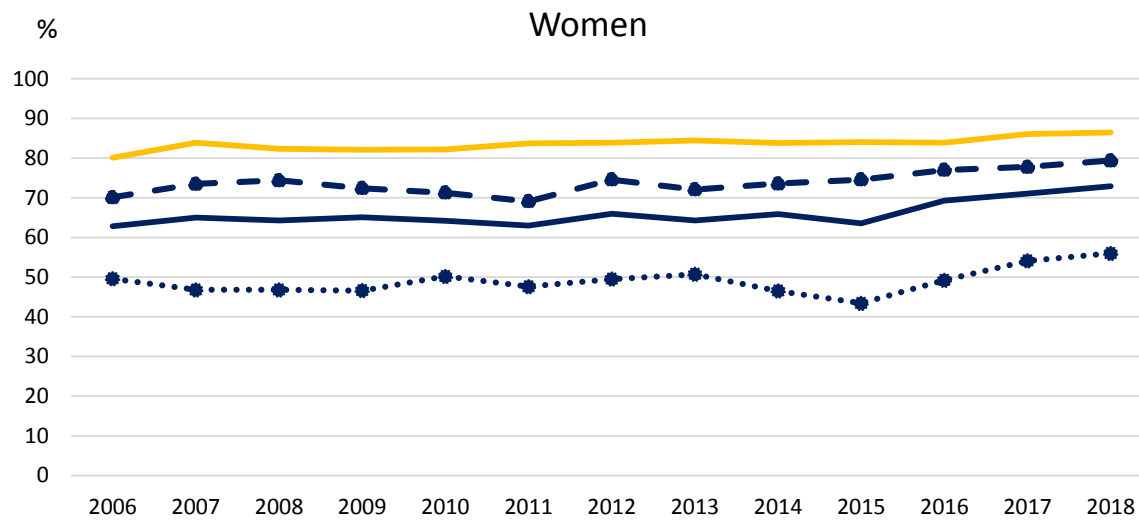
Women

Men

Legend (Women):
- All immigrants
- Recent immigrants (less than 5 years in Canada)
- Established immigrants (at least 10 years in Canada)
- Canadian-born women
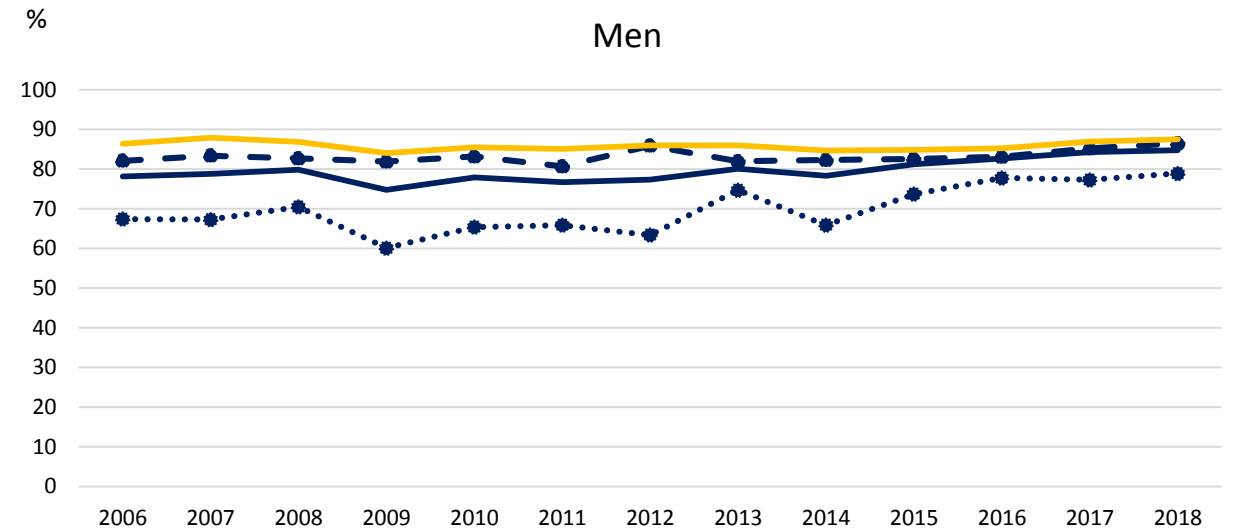
Legend (Men):
- All immigrants
- Recent immigrants (less than 5 years in Canada)
- Established immigrants (at least 10 years in Canada)
- Canadian-born men

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The unemployment rates of immigrants are much higher than for the Canadian-born. These gaps narrow when isolating the influence of key social and ethnocultural characteristics

Unemployment rate ratio (observed and adjusted*) of immigrants to Canadian-born, by sex, Montréal CMA, 1996 to 2016

Women - observed — Women - adjusted — Men - observed — Men - adjusted*

* The adjusted rates isolate the influence of work experience, marital status, education, visible minority status and knowledge of official language.

Sources: Statistics Canada, Census of Population, 1996, 2001, 2006 and 2016; National Household Survey, 2011.

Observed unemployment rates (%) of core-aged group, by immigrant status and sex, Montréal CMA, 1996 to 2016

	Women	
	Non-immigrants	Immigrants
1996	7.8	17.7
2001	5.0	12.8
2006	4.2	12.2
2011	4.2	12.3
2016	4.1	10.7
	Men	
	Non-immigrants	Immigrants
1996	8.8	16.0
2001	5.3	11.4
2006	4.8	10.7
2011	5.2	10.6
2016	5.5	8.8

Among women and men, the significant gap between the annual median salaries of immigrants and the Canadian-born is mostly due to a range of ethnocultural and socioeconomic characteristics and work experience.

Annual median salary ratio (observed and adjusted*) of core-aged immigrant women workers and Canadian-born women workers, Montréal CMA, 1996 to 2016

Annual median salary ratio (observed and adjusted*) of core-aged immigrant men workers and Canadian-born men workers, Montréal CMA, 1996 to 2016

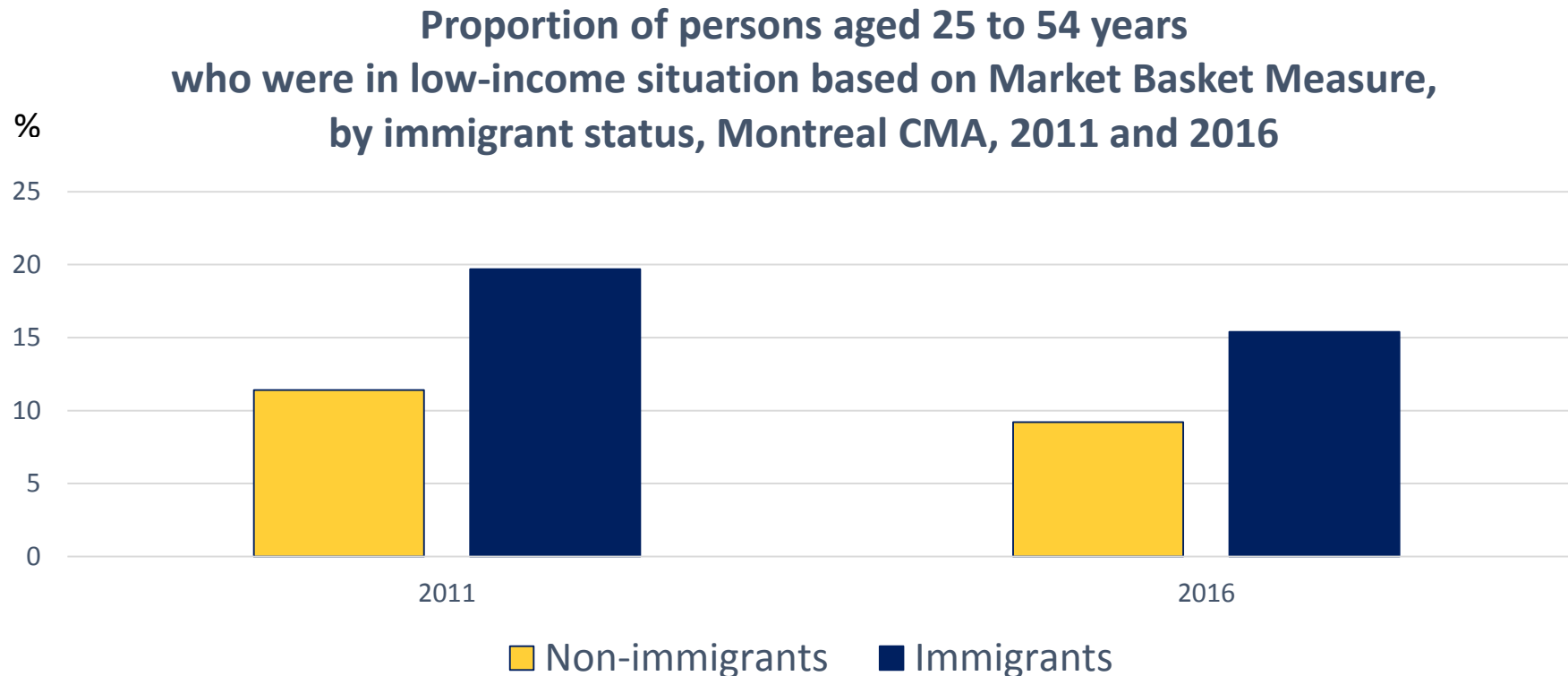Women - observed — Women - adjusted*

Men - observed — Men - adjusted*
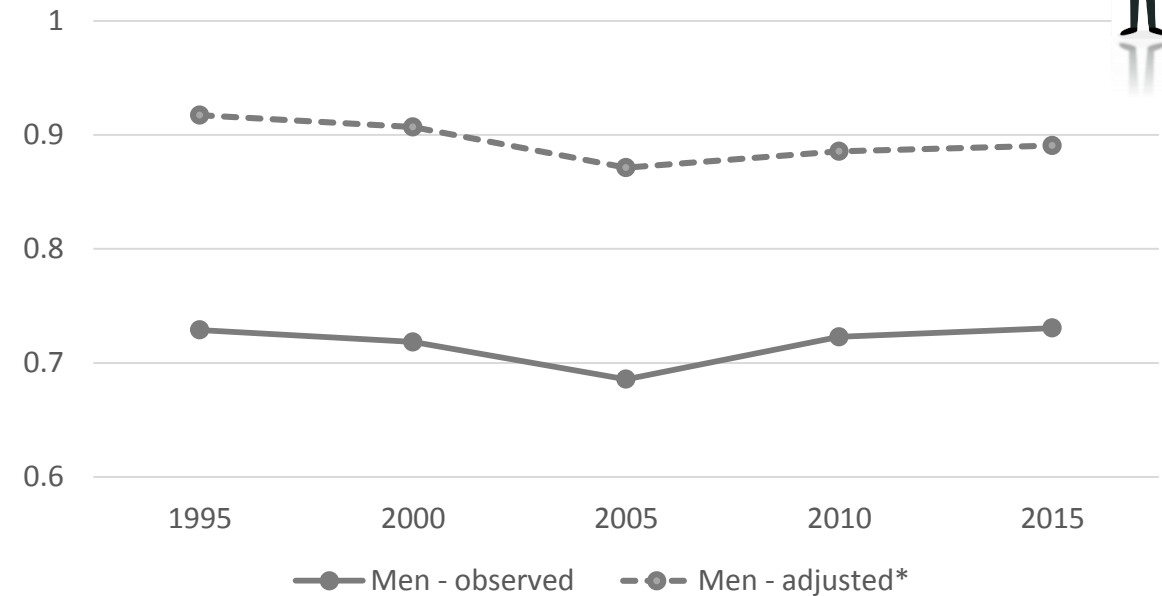
* The adjusted rates isolate the influence of age, marital status, education, knowledge of official languages, visible minority status, full-time or part-time work, the number of weeks worked in a year, and the major occupation group.

Sources: Statistics Canada, Census of Population, 1996, 2001, 2006 and 2016; National Household Survey, 2011.
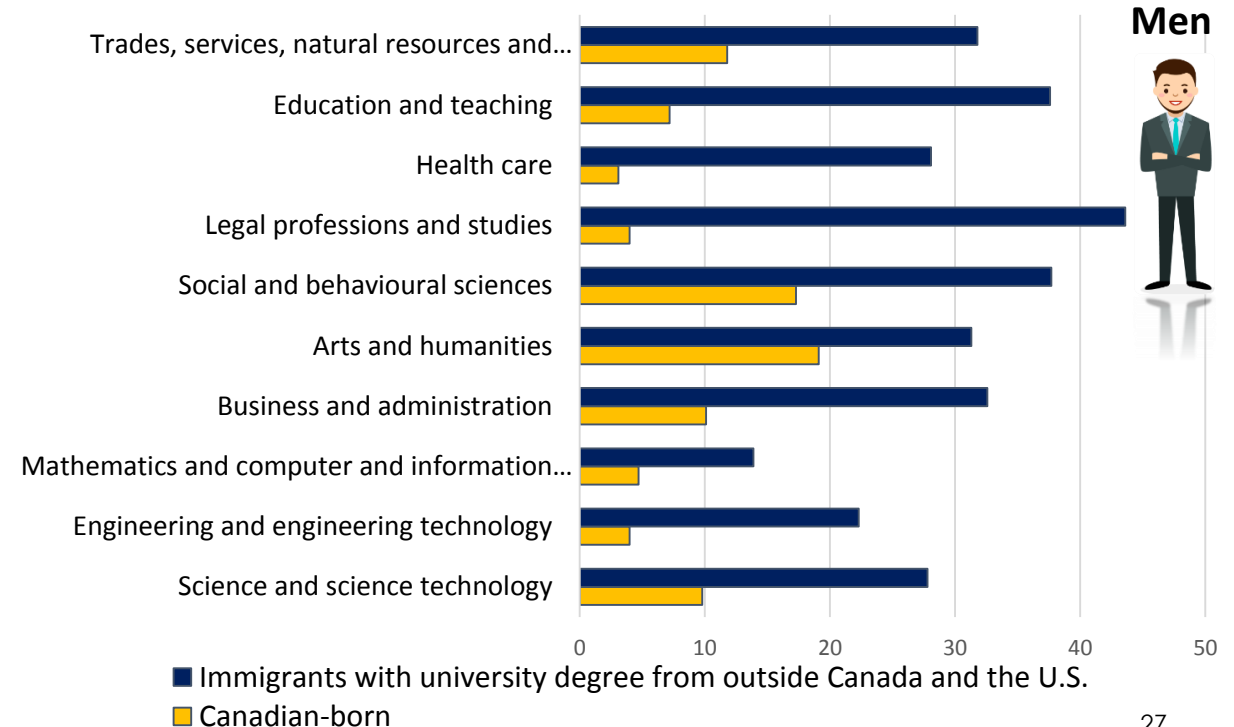
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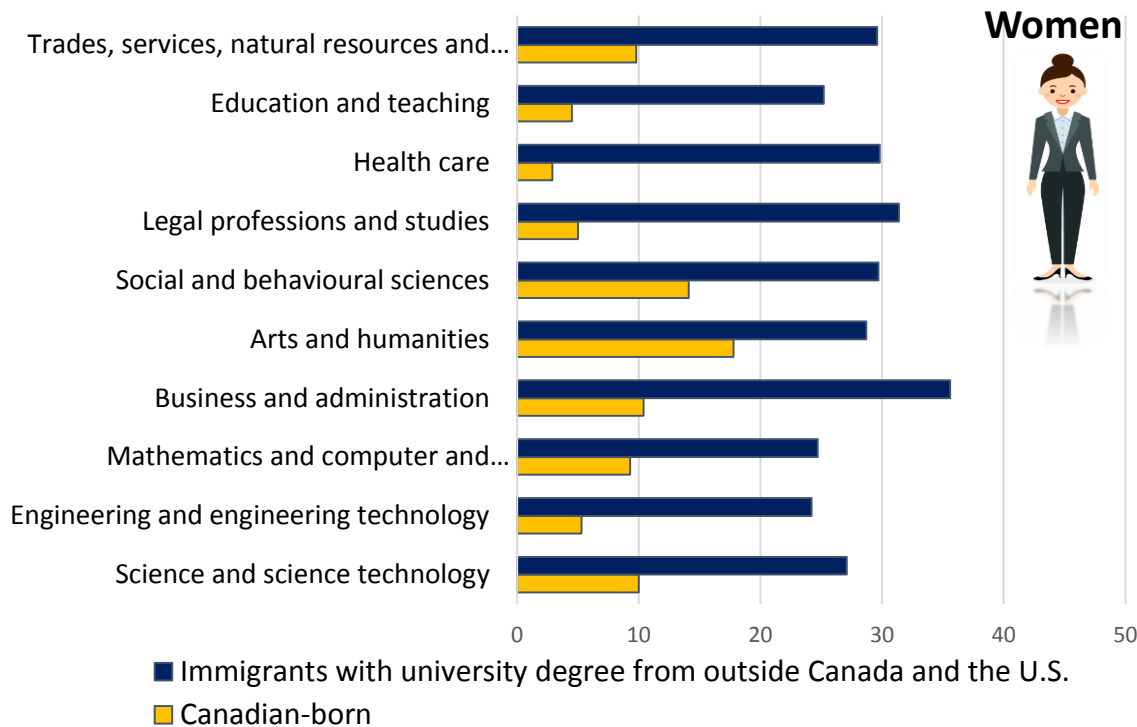# The proportion of immigrants in a low-income situation is much higher than the proportion of Canadian-born.

**Proportion of persons aged 25 to 54 years
who were in low-income situation based on Market Basket Measure,
by immigrant status, Montreal CMA, 2011 and 2016**

%

Legend: Non-immigrants (yellow), Immigrants (dark blue)

The proportion of immigrants who earned a university degree outside Canada and the United States and who have a job that requires a high school diploma or less is much higher than the proportion of Canadian-born.
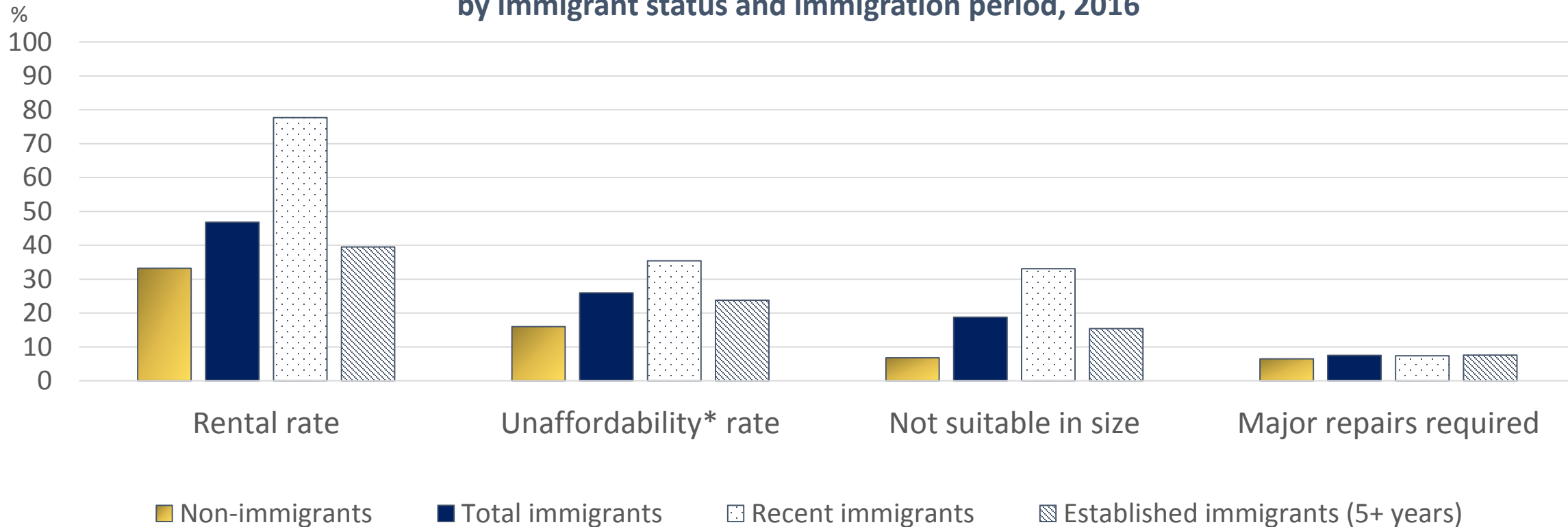
Overqualification rate among workers aged 25 or older with a university diploma, by main field of study and immigrant status, Montréal CMA, 2016

Women

- Trades, services, natural resources and…
- Education and teaching
- Health care
- Legal professions and studies
- Social and behavioural sciences
- Arts and humanities
- Business and administration
- Mathematics and computer and…
- Engineering and engineering technology
- Science and science technology

■ Immigrants with university degree from outside Canada and the U.S.
■ Canadian-born

Men

- Trades, services, natural resources and…
- Education and teaching
- Health care
- Legal professions and studies
- Social and behavioural sciences
- Arts and humanities
- Business and administration
- Mathematics and computer and information…
- Engineering and engineering technology
- Science and science technology

■ Immigrants with university degree from outside Canada and the U.S.
■ Canadian-born

Source: Statistics Canada, Census of Population, 2016.

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Housing conditions for immigrants residing in Montréal

**Housing characteristics in Montréal CMA,
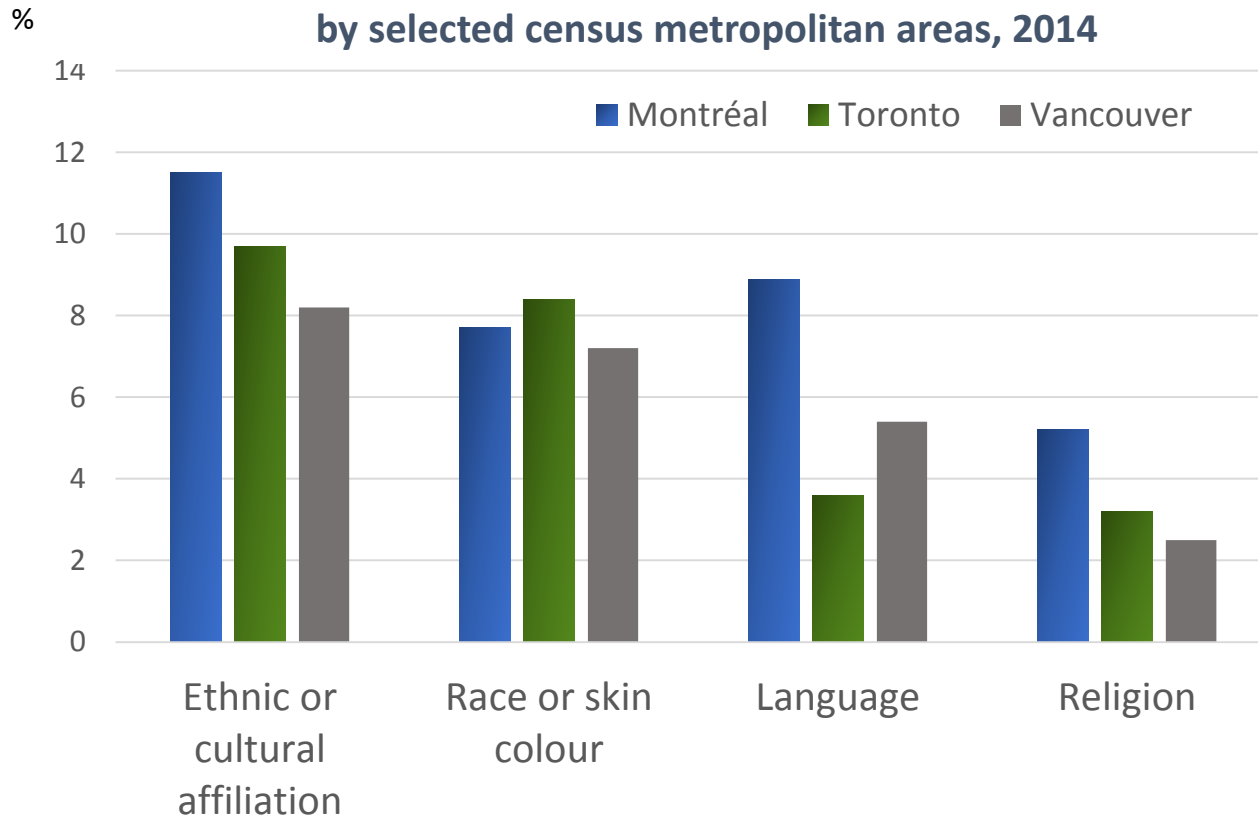by immigrant status and immigration period, 2016**

Legend:
- Non-immigrants
- Total immigrants
- Recent immigrants
- Established immigrants (5+ years)

Categories: Rental rate, Unaffordability* rate, Not suitable in size, Major repairs required

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In Montreal, 1 in 5 immigrants reported experiencing discrimination or being treated unfairly in the last five years

Reasons for discrimination mentioned by immigrants, by selected census metropolitan areas, 2014

%

■ Montréal ■ Toronto ■ Vancouver

- Ethnic or cultural affiliation
- Race or skin colour
- Language
- Religion

The likelihood of reporting discrimination is similar among the second generation

Montréal CMA | Immigrants | Second generation

Total → 20% | 22%

Ethnic or cultural affiliation → 11% | 12%
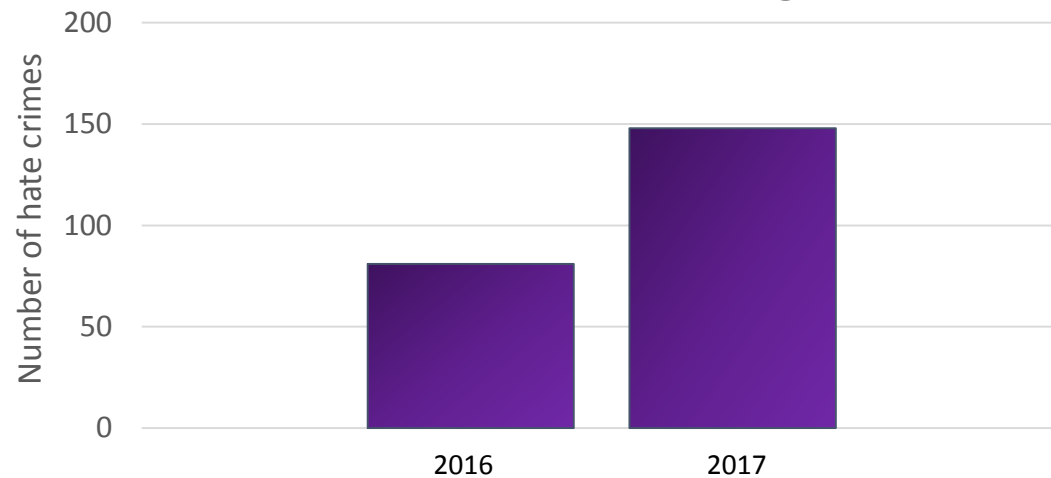
Language → 9% | 10%

29
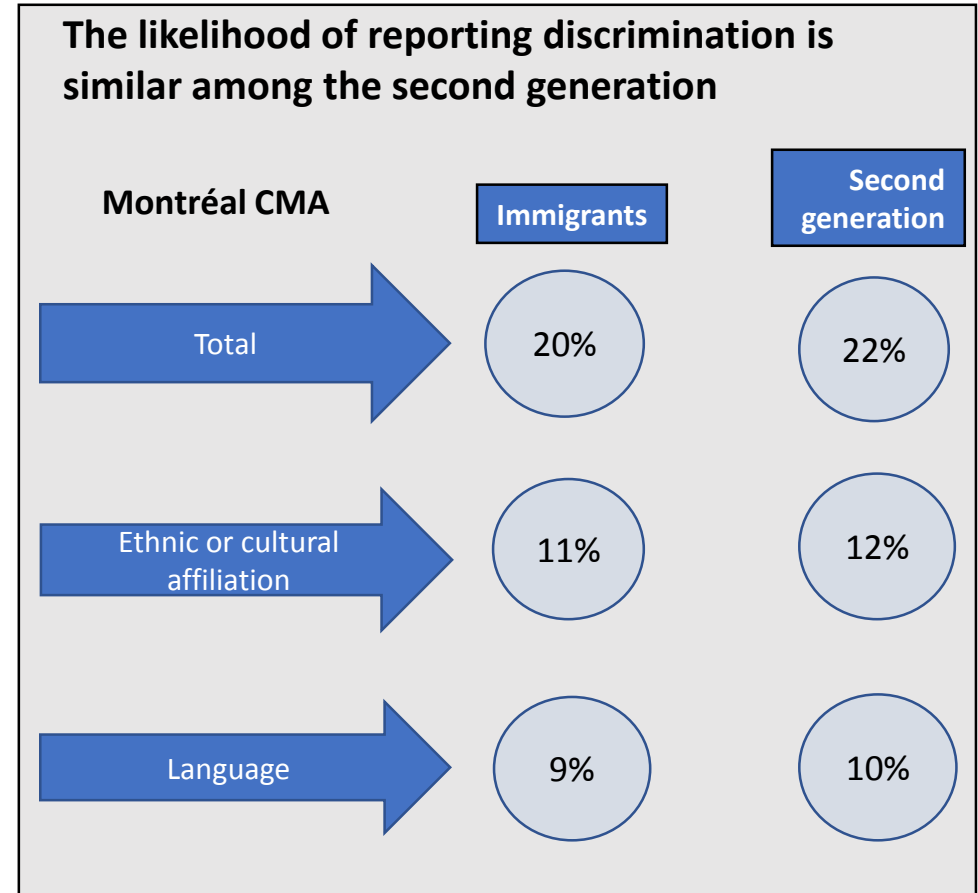
The number of police-reported hate crimes—particularly crimes motivated by hatred of religion, race or ethnic origin—has been on the rise since 2014
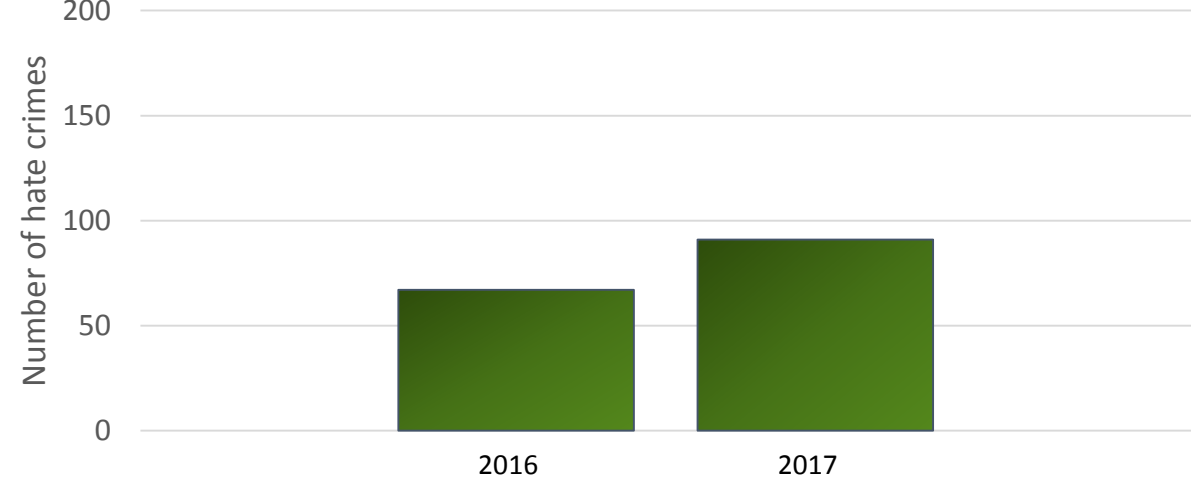
Number of police-reported hate crimes in Montréal CMA

130 — 2014
169 — 2015
194 — 2016
311 — 2017
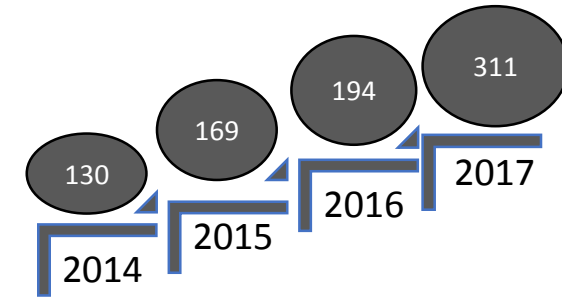
Reason reported by police: **Religion**

Number of hate crimes

	2016	2017

Reason reported by police: **Race or ethnic origin**

Number of hate crimes

	2016	2017

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Multiple dimensions or facets of inclusion and integration

Education   Equity   Culture

Inequality Income Vulnerable groups

Family Citizenship

Exclusion Justice Human rights,

Discrimination

Health Well-being Work Volunteering

Living together   Civic participation

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Looking to the future

Ongoing identification of data needs

Ongoing consultation

on …

- Concepts, measures and indicators
- Data sources

with…

- Governmental and community partners
- Academic experts
- Data users

How to measure diversity and inclusion?

How to take into account the fluidity and complexity of identities, ethnicities and multiple background of the population?

What are the current needs and emerging issues?

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Looking to the future

Ongoing identification of data needs

Developing and collecting new data and statistics

Ongoing consultation on …

- Concepts, measures and indicators

- Data sources

with…

- Governmental and community partners
- Academic experts
- Data users

Census of the population

- 2019 Content Test

    (e.g., revision of ethnocultural content, new questions)

- Replacement of questions with administrative data (immigration)

Alternative collection methods

- Data integration

- Other approaches

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Looking to the future

Ongoing identification of data needs

Developing and collecting new data and statistics

New dissemination strategy of data

Ongoing consultation on …

- Concepts, measures and indicators
- Data sources

with…

- Governmental and community partners
- Academic experts
- Data users

Census of the population

- 2019 Content Test

(e.g., revision of ethnocultural content, new questions)

- Replacement of questions with administrative data (immigration)

Alternative collection methods

- Data integration
- Other approaches

Dissemination of new data, analytical and reference products

- Access and availability of disaggregated data products
- Personalized products and services (population or interest groups, specific themes, etc.)

Development of visualization tools

New Centre for Gender, diversity and inclusion statistics

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Centre for Gender, Diversity and Inclusion Statistics

THANK YOU!

For more information,

visit www.statcan.gc.ca