



A Data Story on Ethnocultural Diversity and Inclusion

A discussion with Statistics Canada

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Delivering insight through data for a better Canada

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Statistics Canada and measuring diversity and inclusion



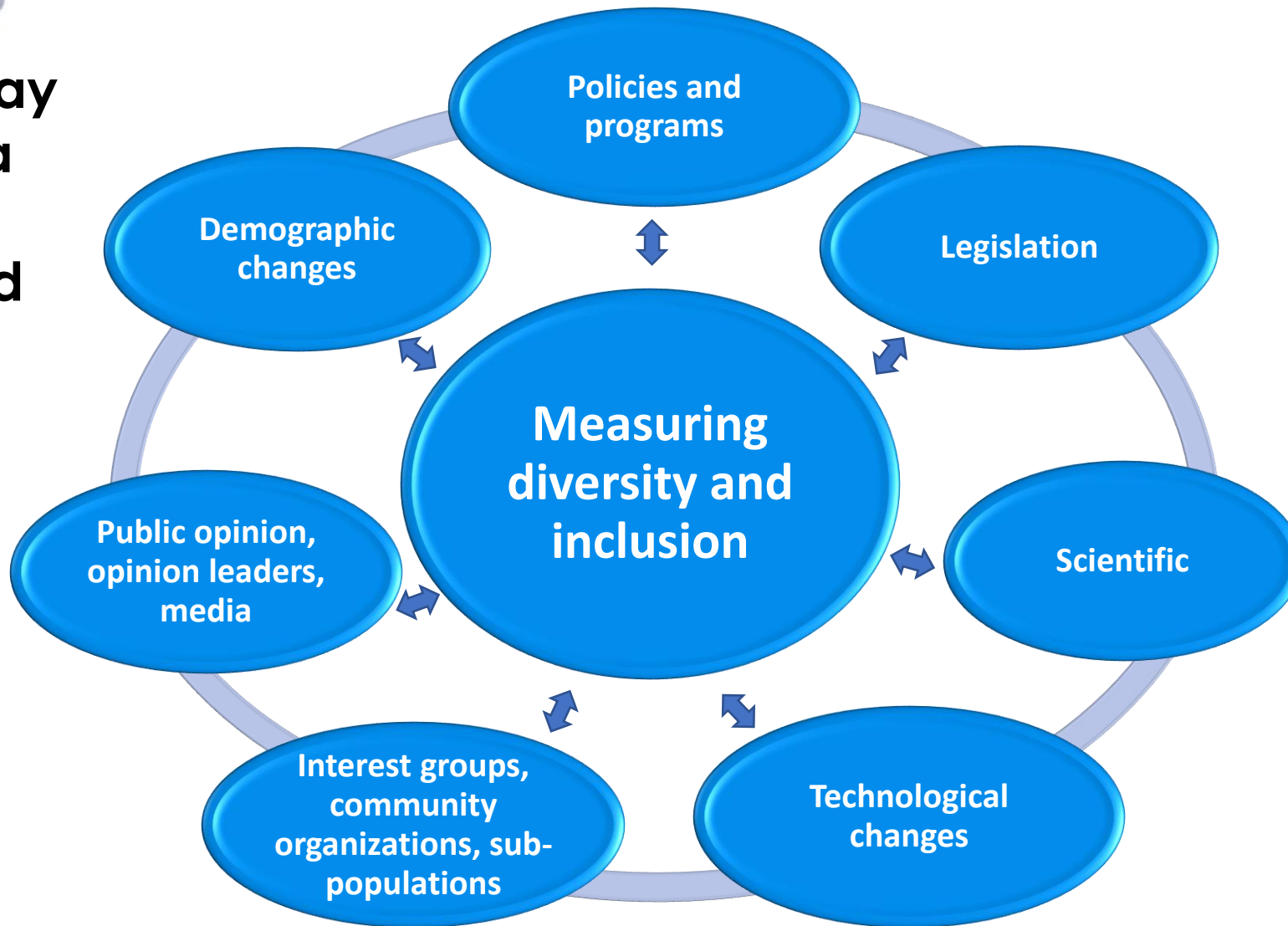
Who are we?

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.



Forces at play in defining a measure on 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
- Uniform Crime Reporting Survey

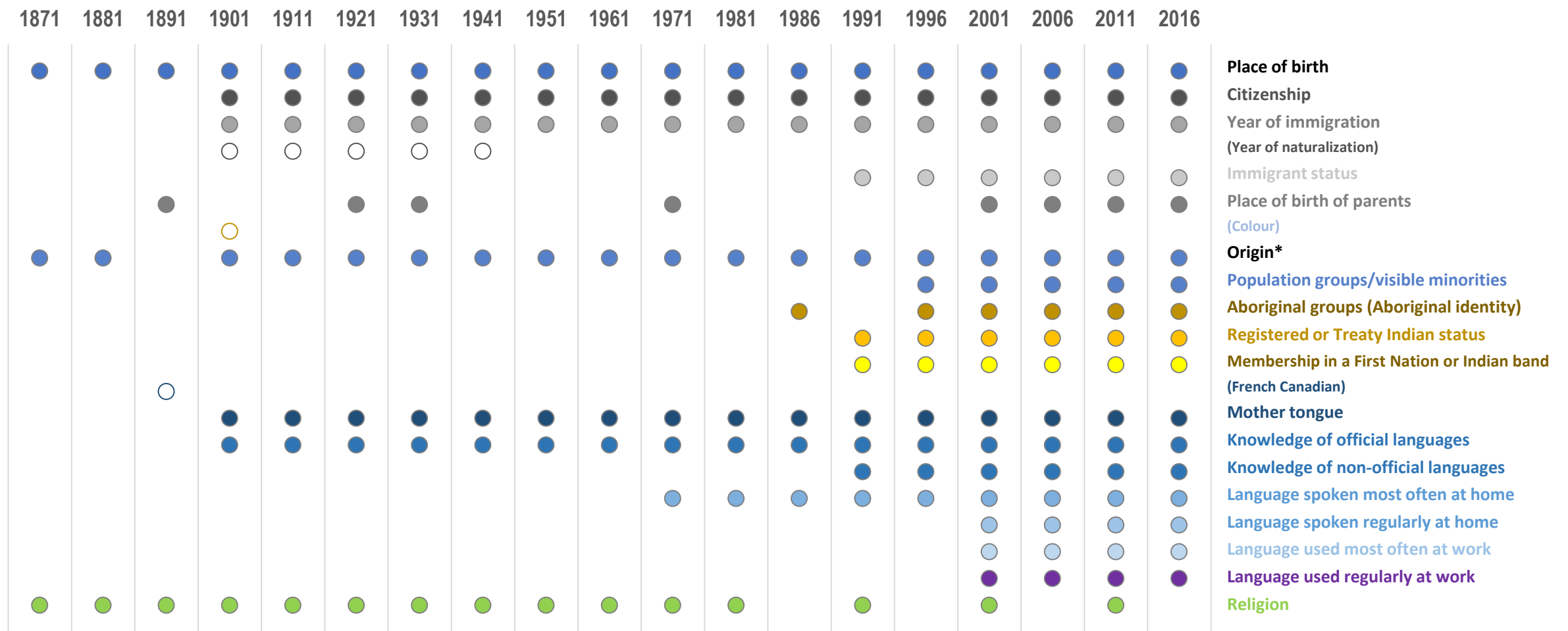
Thematic surveys

- General Social Survey
- Canadian Community Health Survey
- Labour Force Survey
- Program for the International Assessment of Adult Competencies
- Longitudinal and International Study of Adults

Surveys of specific populations

- Survey on the Vitality of Official-Language Minorities
- Aboriginal Peoples Survey
- Ethnic Diversity Survey
- Longitudinal Survey of Immigrants to Canada

Evolution of ethnocultural questions in the Canadian census





Key concepts in immigration and ethnocultural diversity in Canada: 2016 Census

Place of birth

- Place of birth of person
- Place of birth of parents
- 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

Ethnic 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

Population group / 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

For more information, please refer to the [2016 Census dictionary](#).

Key concepts in immigration and ethnocultural diversity in Canada: Road to the 2021 Census

Place of birth

- Place of birth of person
- Place of birth of parents (2019 Census Test: modified version)
- Generation status

Immigration

- (2019 Census Test: modified version and could be replaced by administrative data)
- Landed immigrants / permanent residents
 - Year of immigration
 - Admission category
- Non-permanent residents

Citizenship

- Canadian citizenship by birth or naturalization; Country of citizenship (2019 Census Test: modified version)

Religion

- Religious affiliation (2019 Census Test: modified version)

Ethnic origins

- (2019 Census Test: modified version)

Indigenous peoples (First Nations, Métis and Inuit)

- Aboriginal ancestry
- Aboriginal identity (2019 Census Test: modified version)
- Registered or Treaty Indian Status
- Member of a First Nation or Indian band
- Métis (2019 Census Test: new question)
- Inuit (2019 Census Test: new question)

Population group / visible minorities

- (2019 Census Test: modified version)

Language

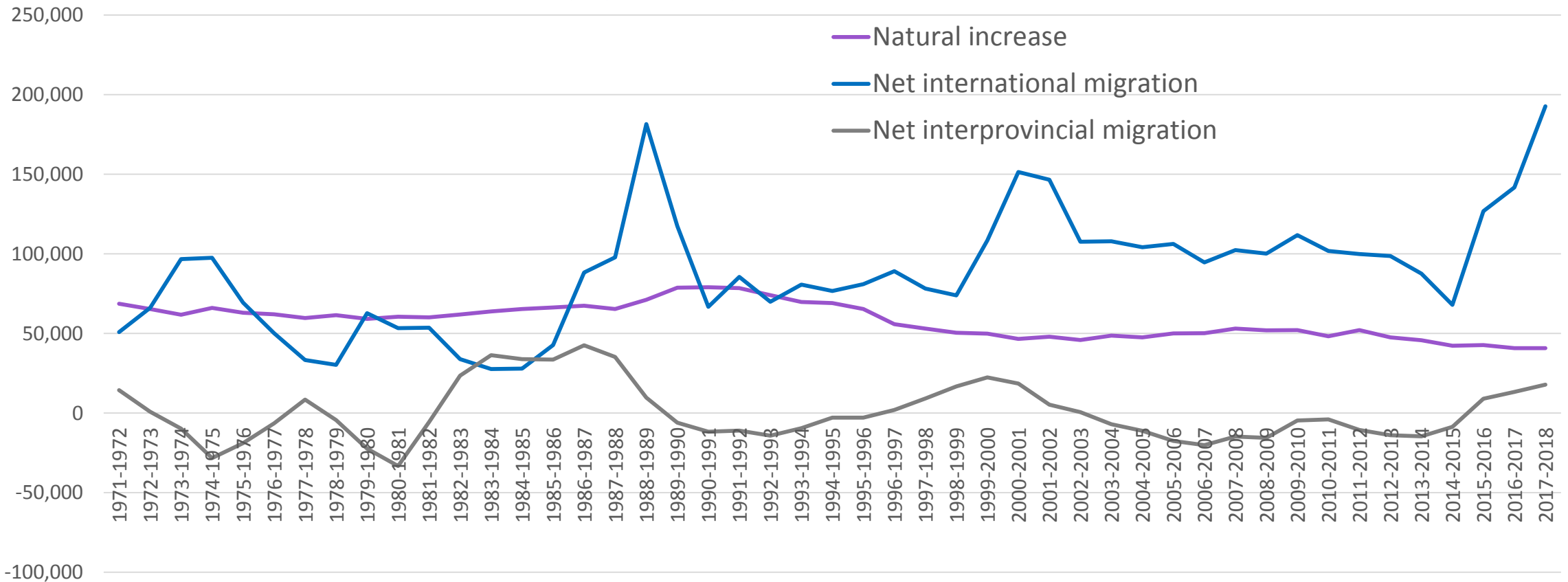
- Mother tongue (2019 Census Test: modified version)
- Language spoken at home, language used at work (2019 Census Test: modified version)
- Knowledge of official languages and non-official languages
- First official language spoken
- Language rights-holders (2019 Census Test: new questions)

Portrait of ethnocultural diversity in Ontario and Toronto



Net international migration is the main driver of population growth in Ontario

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

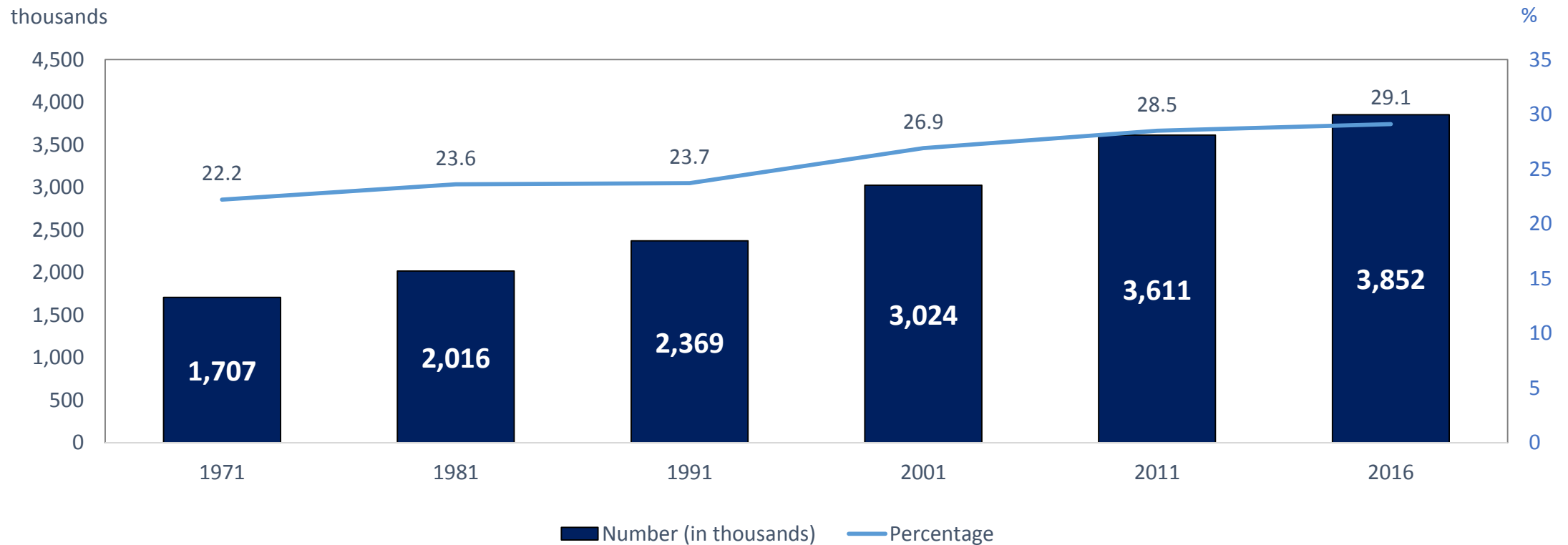


Source: Statistics Canada, Demographic Estimates Program.



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

Number and proportion of immigrants in Ontario's population, 1971 to 2016



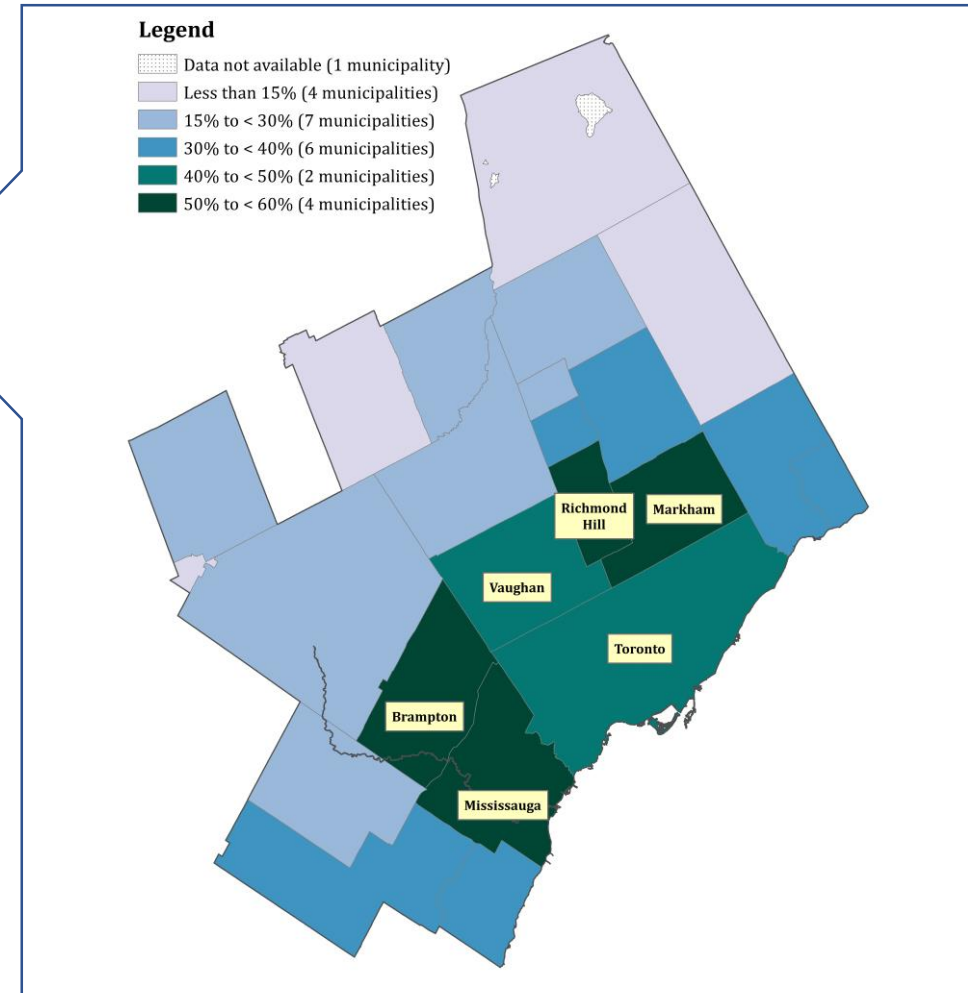
Sources: Statistics Canada, Census of Population, 1971 to 2001, 2016; National Household Survey, 2011.

In Ontario, the highest proportion of immigrants is in the census metropolitan area of Toronto

Immigrants in census metropolitan areas (CMA), Ontario, 2016

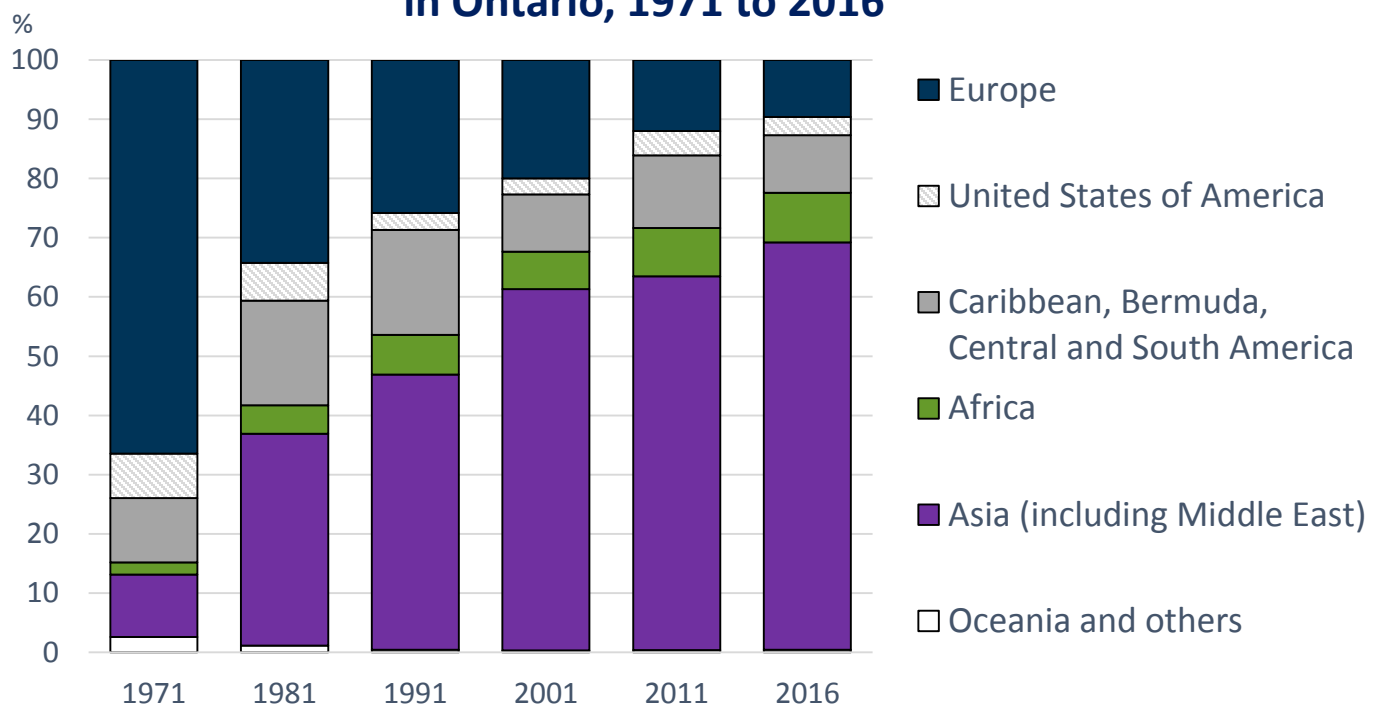
	Number of immigrants	Proportion (%)
Toronto	2,705,550	46.1
Hamilton	177,070	24.1
Kitchener- Cambridge - Waterloo	118,610	23.0
Windsor	74,495	22.9
Ottawa-Gatineau (Ontario part)	219,705	22.6
Guelph	30,885	20.6
London	94,690	19.5
Oshawa	67,570	18.0
St. Catharine's-Niagara	67,190	16.9
Other CMAs	98,290	10.0
Outside CMA	198,090	8.1

Source: Statistics Canada, Census of Population, 2016.



Source of countries for immigration in Ontario have changed a lot over time

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



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



Note: "Recent immigrants" are immigrants who received landed immigrant status or permanent resident status in Canada for the first time in the five years preceding the Census year.
Sources: Statistics Canada, Census of Population, 1971 to 2006, 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 of immigrants living in Ontario, by region of birth

2016



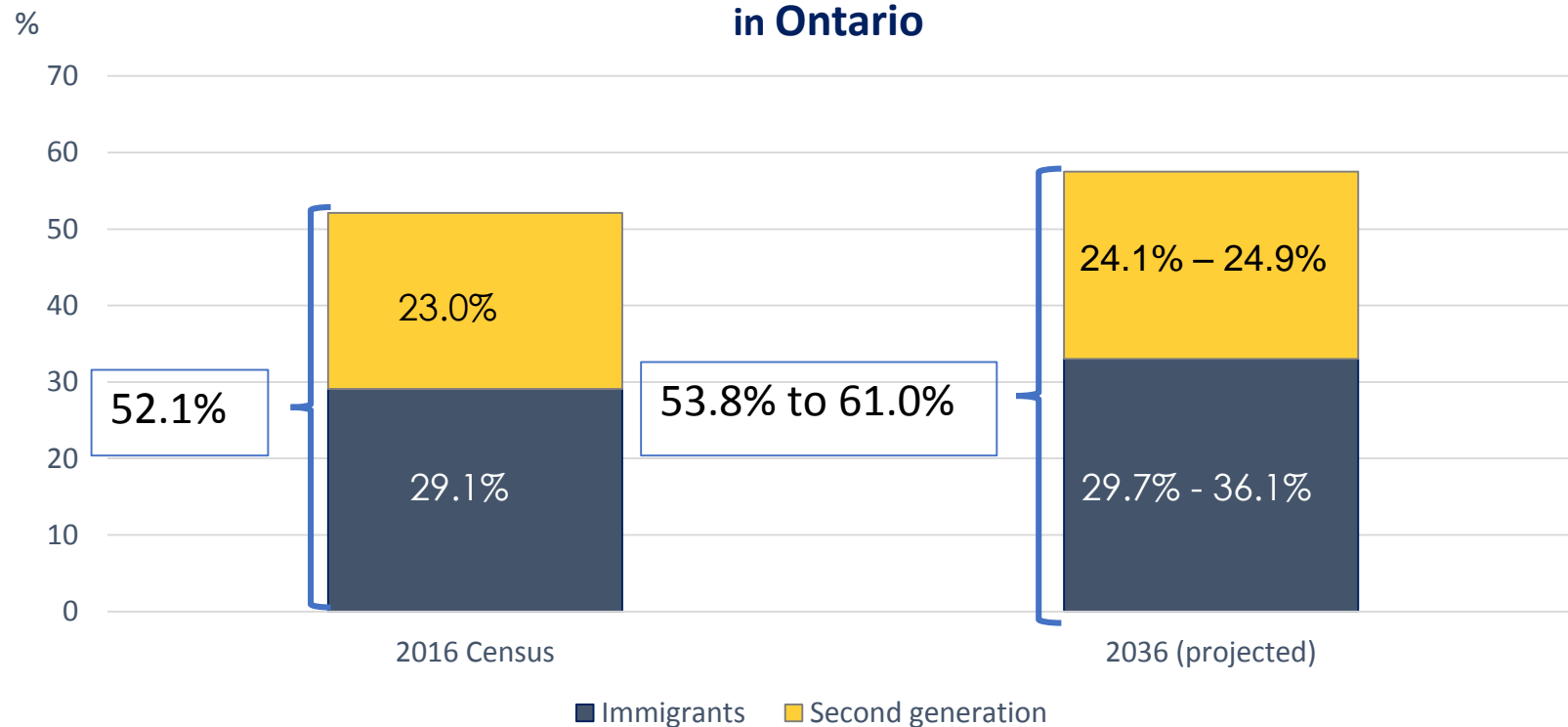
2036 – Projected



Sources: Statistics Canada, Census of Population, 2016; *Immigration and Diversity: Population Projections for Canada and its Regions, 2011 and 2036*, Statistics Canada Catalogue no. 91-551 (based on six scenarios).

Although the diversity of the Ontario 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 Ontario



In the **Toronto** CMA, immigrants and second generation individuals represented **75%** of the population **in 2016**.
 This proportion could rise to between **77% and 81%** by **2036**.

Sources: Statistics Canada, Census of Population, 2016; Immigration and Diversity: Population Projections for Canada and its Regions, 2011 and 2036, Statistics Canada Catalogue no. 91-551 (based on six scenarios).

Linguistic diversity in Toronto: more than 160 languages*

Mother tongue of the Toronto population (CMA)

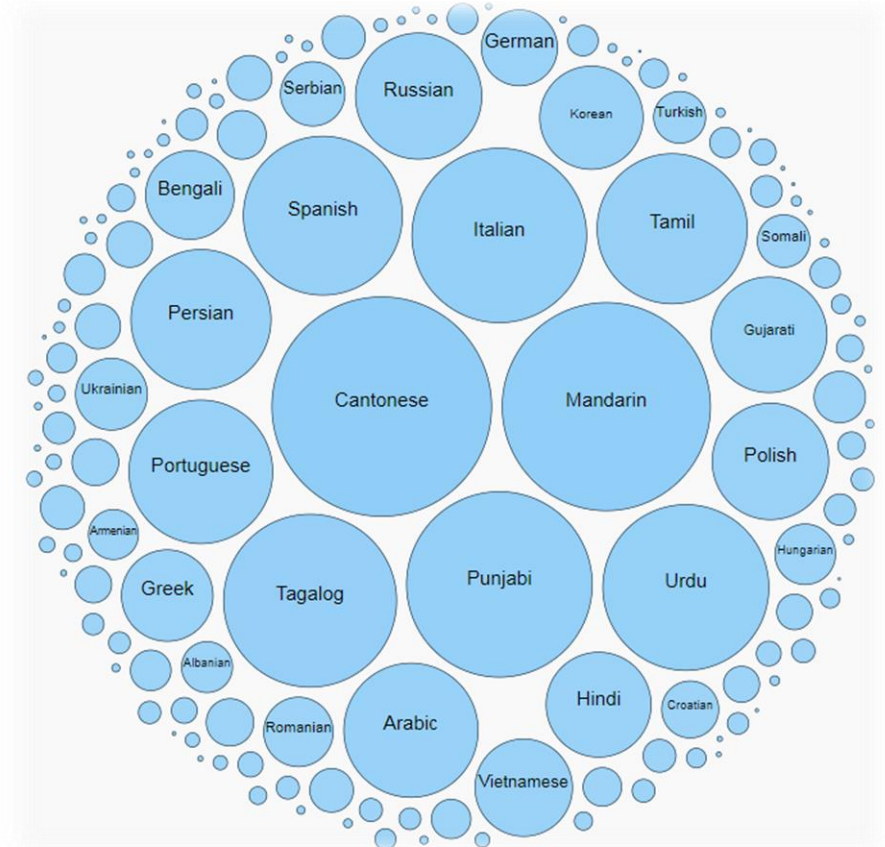
- 55.5% English
- 1.2% French
- 42.9% Other language only
- 0.4% English-French

Mother tongue of immigrants in Toronto (CMA)

- 26.0% English
- 0.8% French
- 73.0% Other language only
- 0.2% English-French

*Including Indigenous and immigrant languages.
Source: Statistics Canada, Census of Population, 2016.

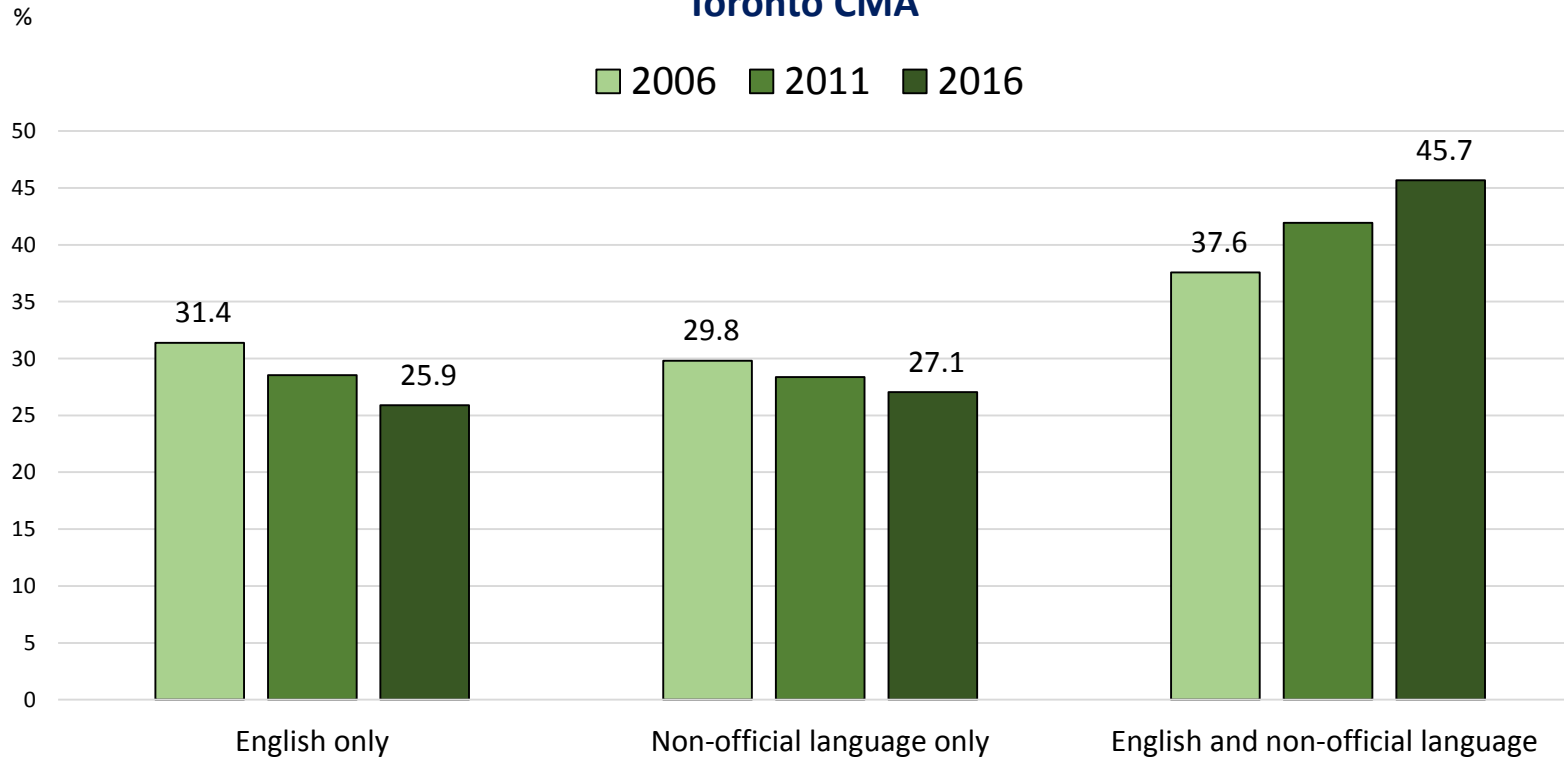
Relative proportion of the Toronto CMA population who reported a language other than English or French as their mother tongue, 2016



Source: Statistics Canada, Census of Population, 2016: [interactive bubble chart](#)

Growing multilingualism in the home

Languages spoken most often or regularly at home by immigrants, Toronto CMA



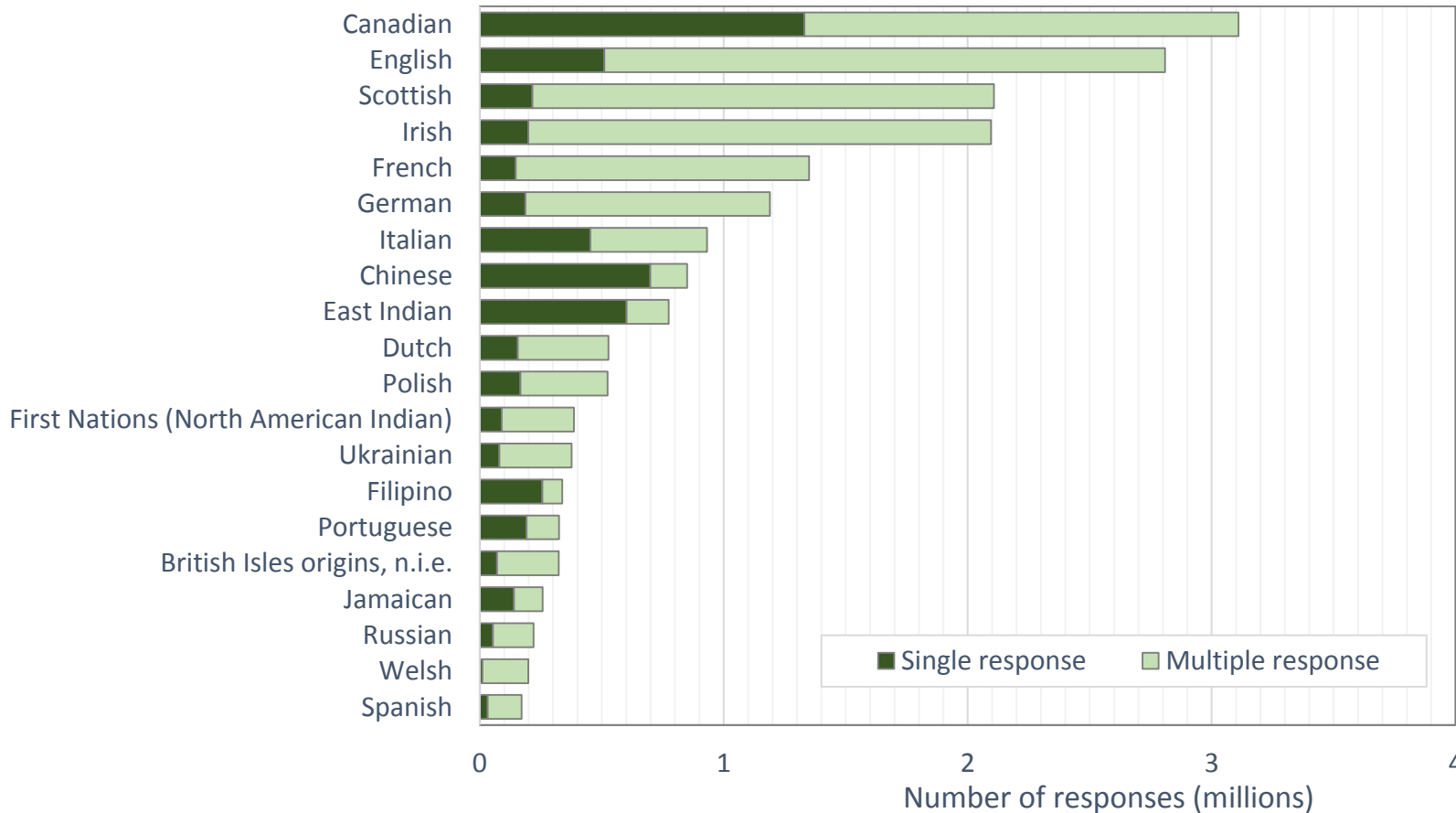
In 2016, 1.4 % (or 37,625) of immigrants in Toronto CMA spoke French at home*

* Alone or in combination with other languages.

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

More than 250 ethnic or cultural origins were reported by the population of Ontario

Top 20 ethnic origins reported in Ontario, 2016

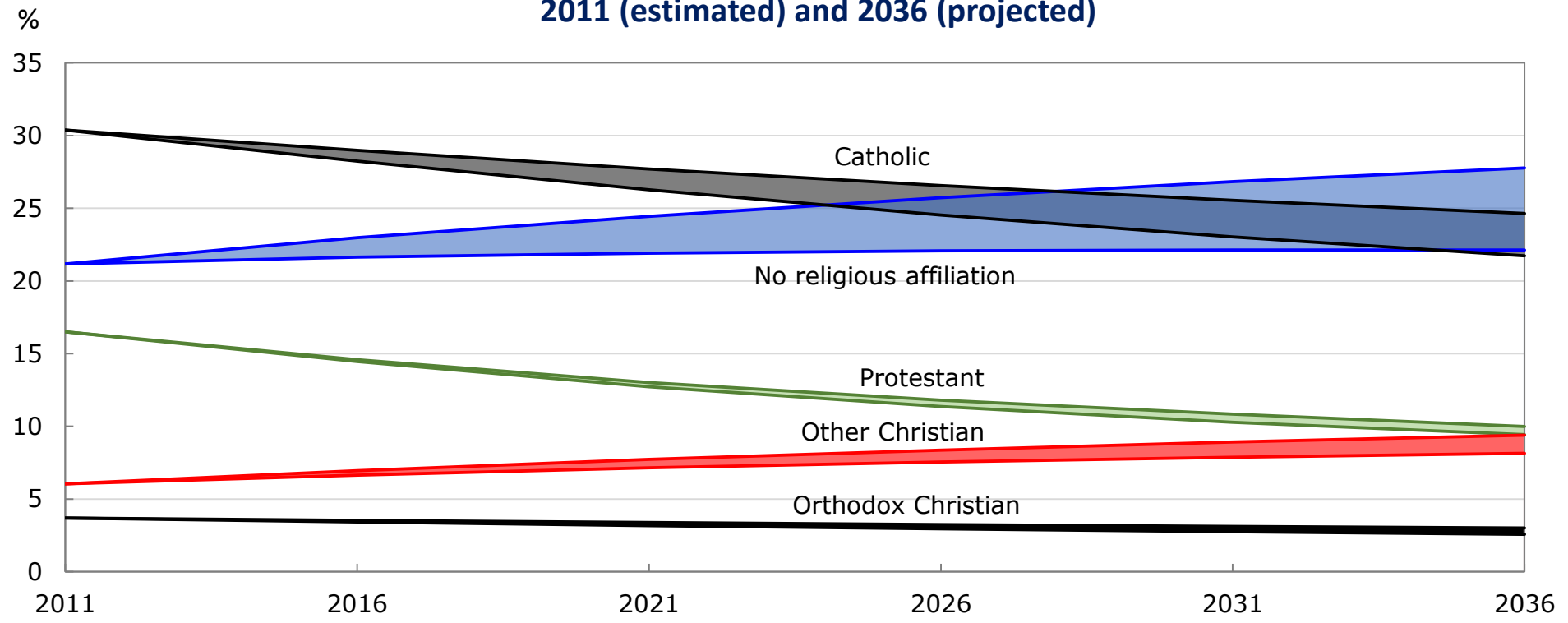


In 2016, 43% of the population of Ontario reported more than one origin in the census.

Note: In this chart, the total responses is greater than the total population because a person can report more than one ethnic origin.
Source: Statistics Canada, Census of Population, 2016.

The share of Toronto's population who report being Catholic or Protestant may continue to decrease, while the share of those with no religious affiliation could increase...

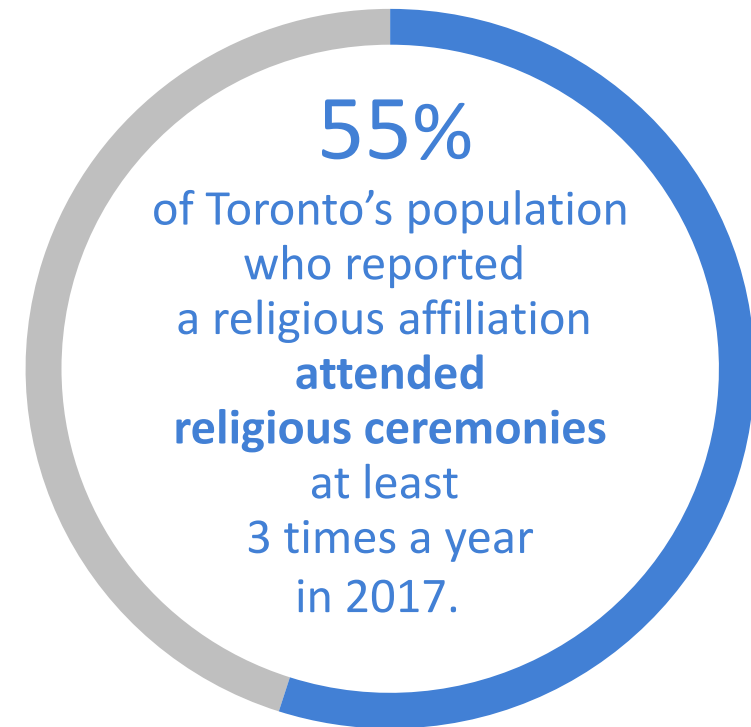
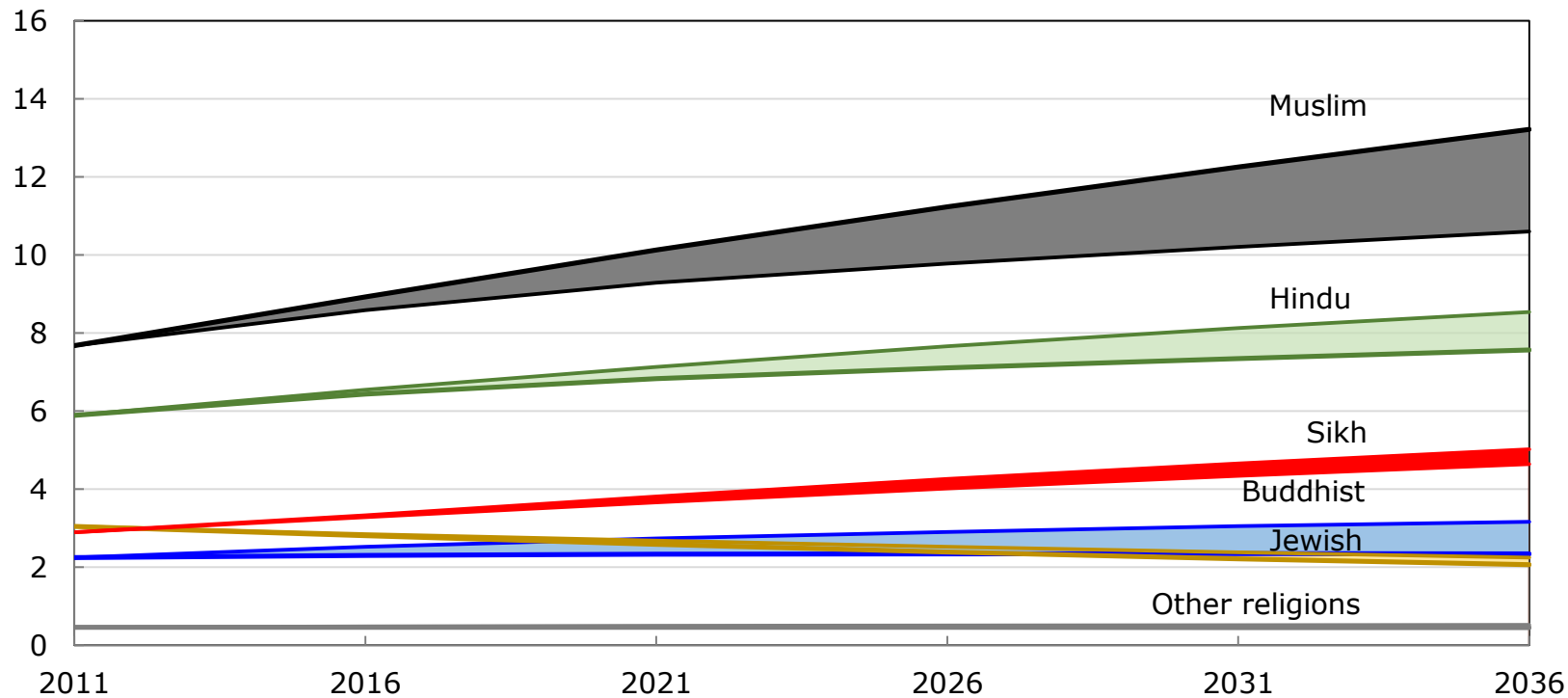
Proportion of the population, by religious group, Toronto CMA, 2011 (estimated) and 2036 (projected)



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

... and the share of some non-Christian religions could increase

Proportion of the population, by religious group, Toronto CMA, 2011 (estimated) and 2036 (projected)



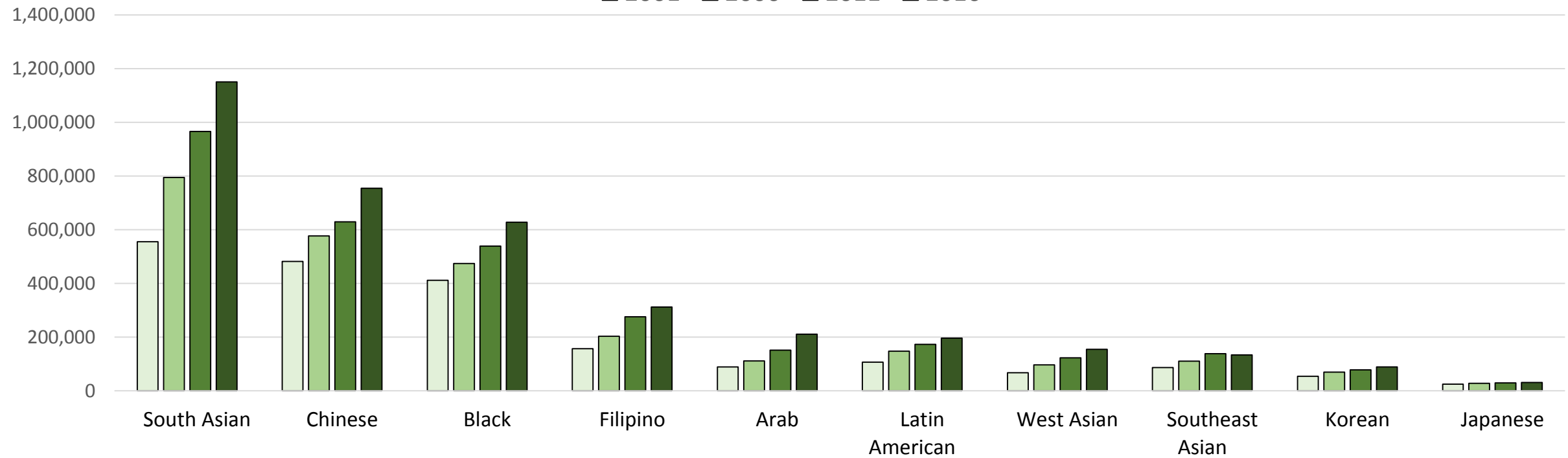
Note : The shaded area indicates the interval between the minimum and maximum values projected by the seven scenarios considered.

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.

In Ontario, the three largest visible minority groups as defined under the *Employment Equity Act* are South Asian, Chinese and Black.

Main groups defined as visible minorities in Ontario

2001 2006 2011 2016



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

Inclusion and equity: Challenges and issues





Context of admission and living arrangements among recent immigrants in Toronto

Three broad admission categories for recent immigrants

- Economic immigrants (54%)
- Immigrants sponsored by family (32%)
- Refugees (13%)
- Other immigrants (2%)

Living arrangements in the household	Non-immigrants (%)	Recent Immigrants (%)
In a couple without children	12.4	10.6
In a couple with children	48.3	46.9
In a lone-parent family	10.9	5.8
Persons in multigenerational households	9.6	14.1
Living with others (relatives or non-relatives)	9.7	18.7
Living alone	9.0	3.9

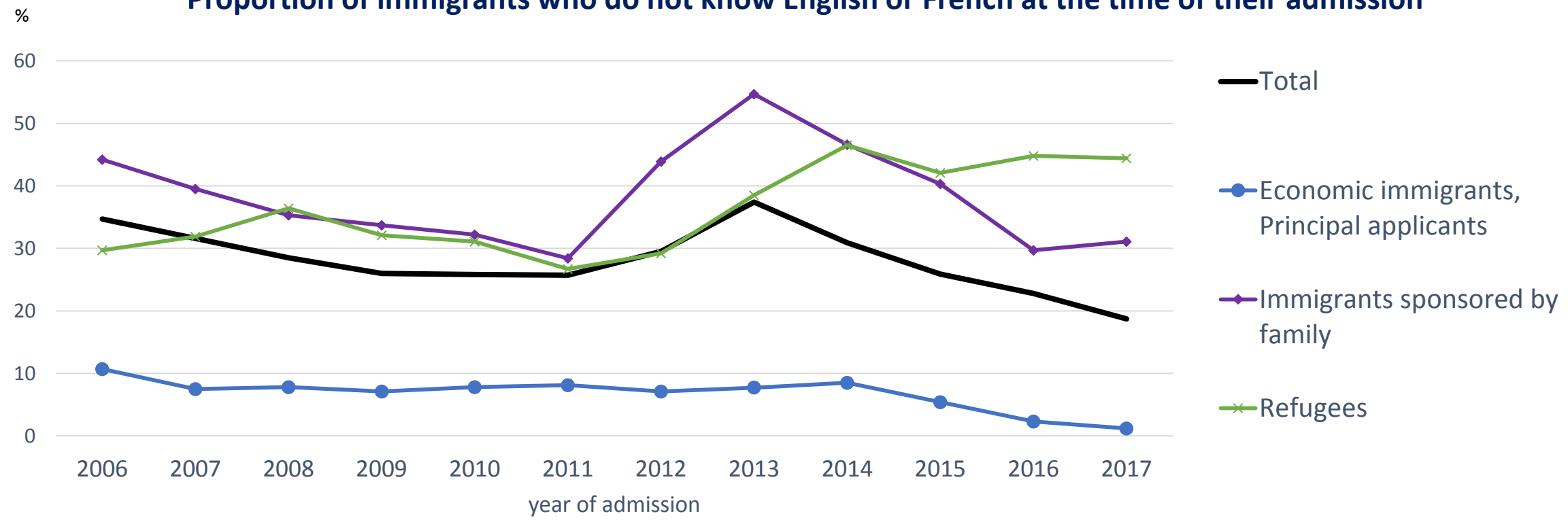
Note: "Recent immigrants" are immigrants who received landed immigrant status or permanent resident status in Canada for the first time in the five years preceding the Census year.

Source: Statistics Canada, Census of Population, 2016.



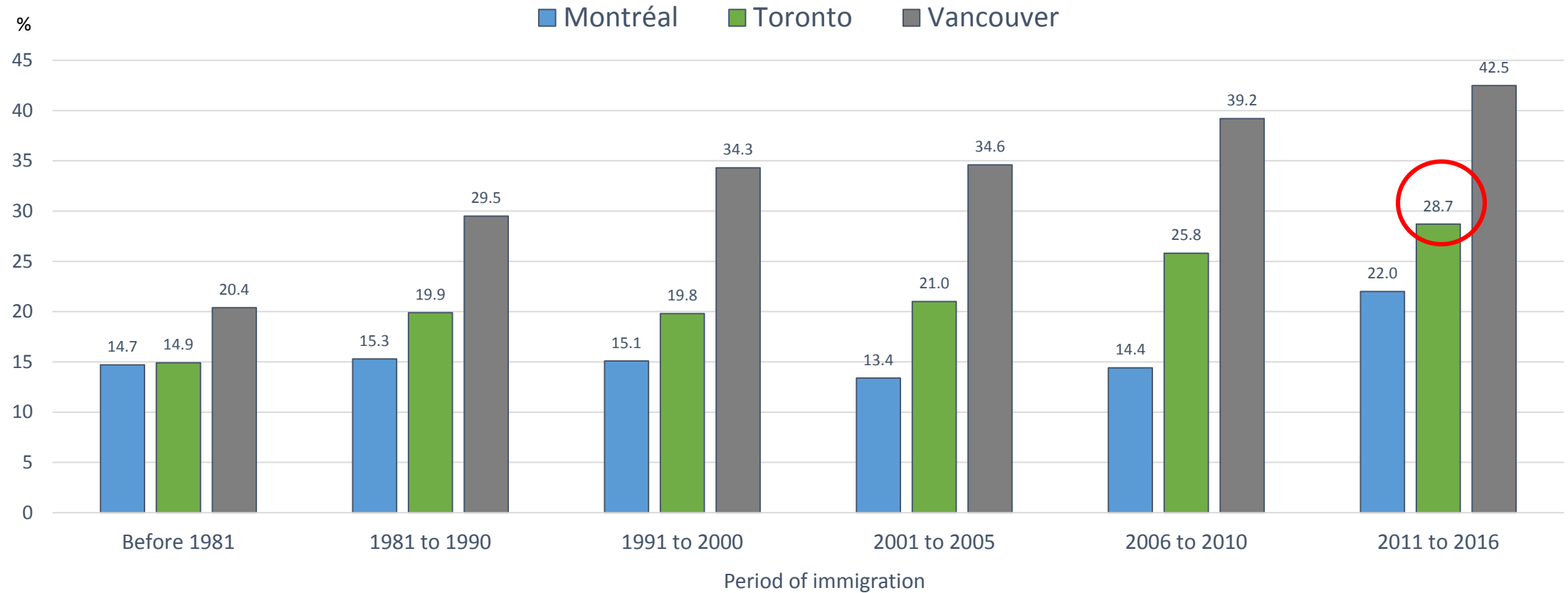
Between 2006 and 2017, about 3 in 10 immigrants who intended to live in the CMA of Toronto were not able to conduct a conversation in English or French at the time of their admission in the country.

Proportion of immigrants who do not know English or French at the time of their admission



Source: Statistics Canada, Longitudinal Immigration Database, 2016.

In 2016, 29% of Toronto's recent immigrants with a mother tongue other than English or French used a non-official language at work.

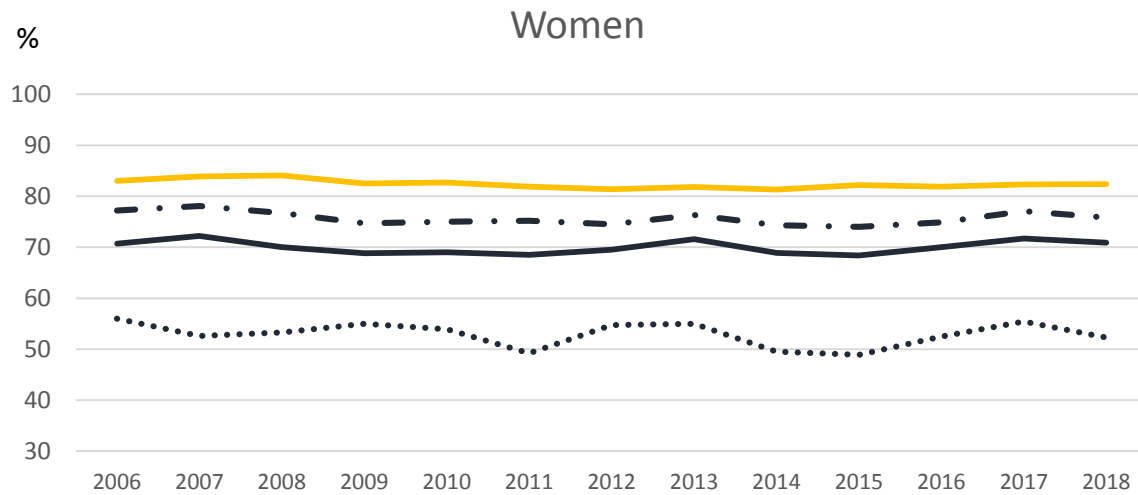


* Only single responses to the question on mother tongue were considered

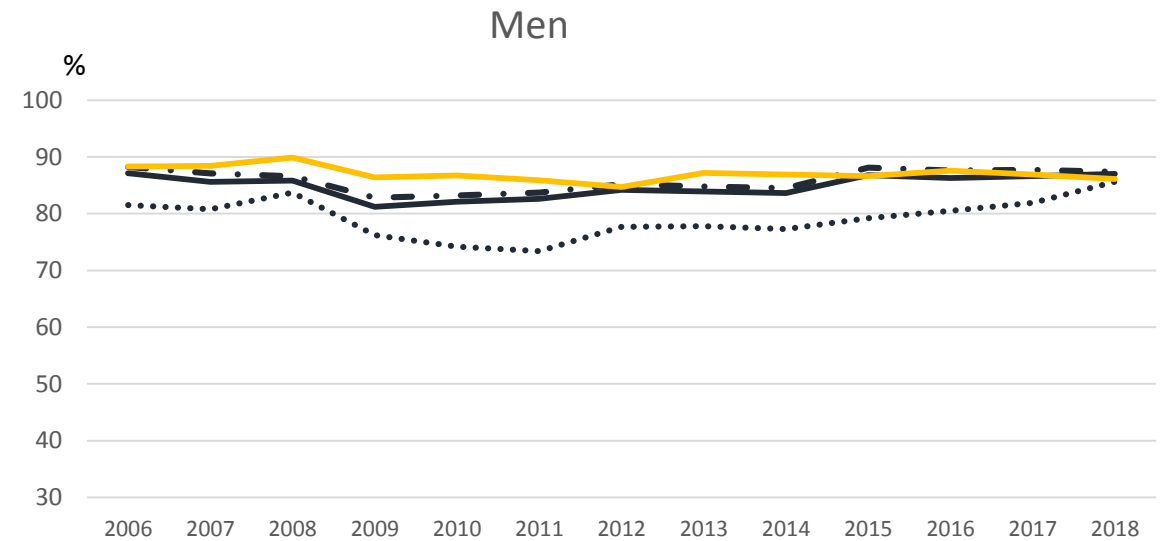
Source: Statistics Canada, Census of Population, 2016.

In Toronto, the employment rate for immigrant men is now similar to that of Canadian-born men, but a gap persists for immigrant women.

Employment rate for the core-aged group (25 to 54 years), Toronto CMA



- All immigrants
- Recent immigrants (less than 5 years in Canada)
- - - Established immigrants (at least 10 years in Canada)
- Canadian-born women

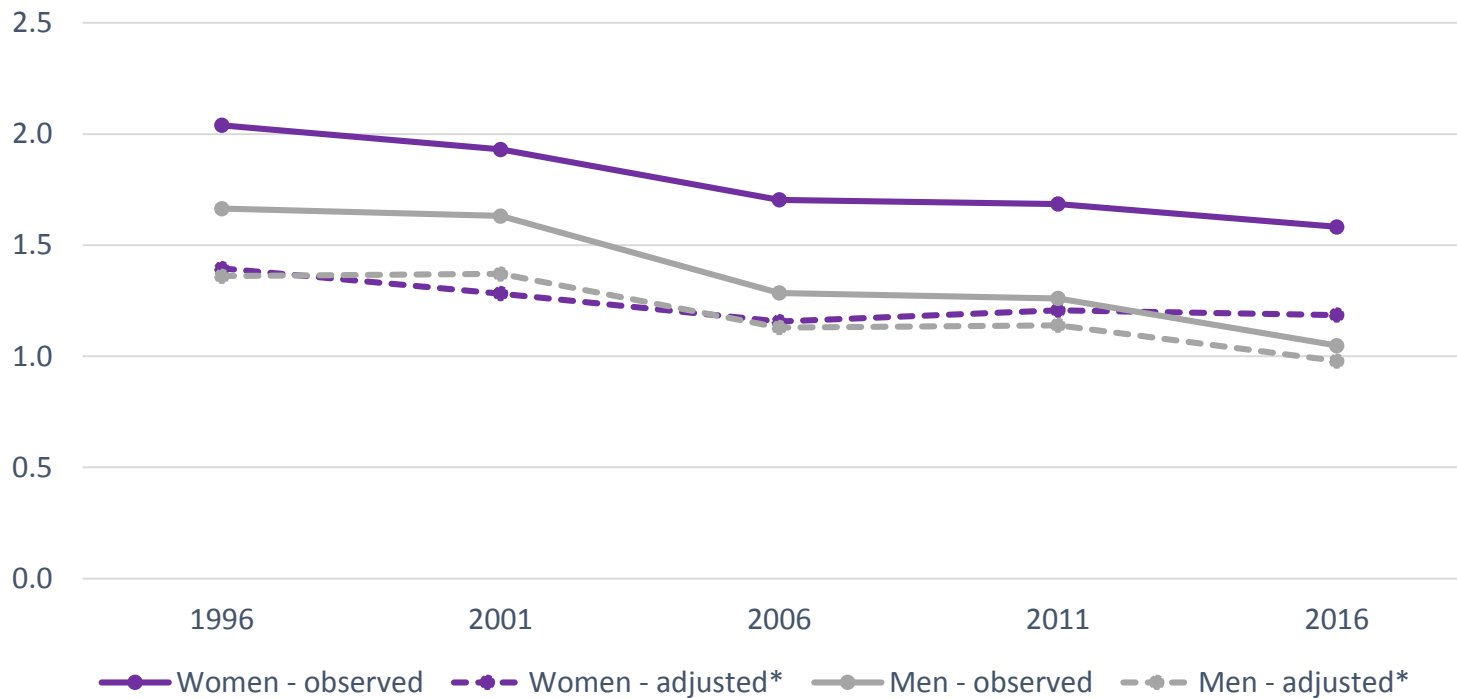


- All immigrants
- Recent immigrants (less than 5 years in Canada)
- - - Established immigrants (at least 10 years in Canada)
- Canadian-born men

Source: Statistics Canada, Labour Force Survey.

The unemployment rate of immigrants is 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, Toronto CMA



Observed unemployment rates (%) of core-aged group, Toronto CMA

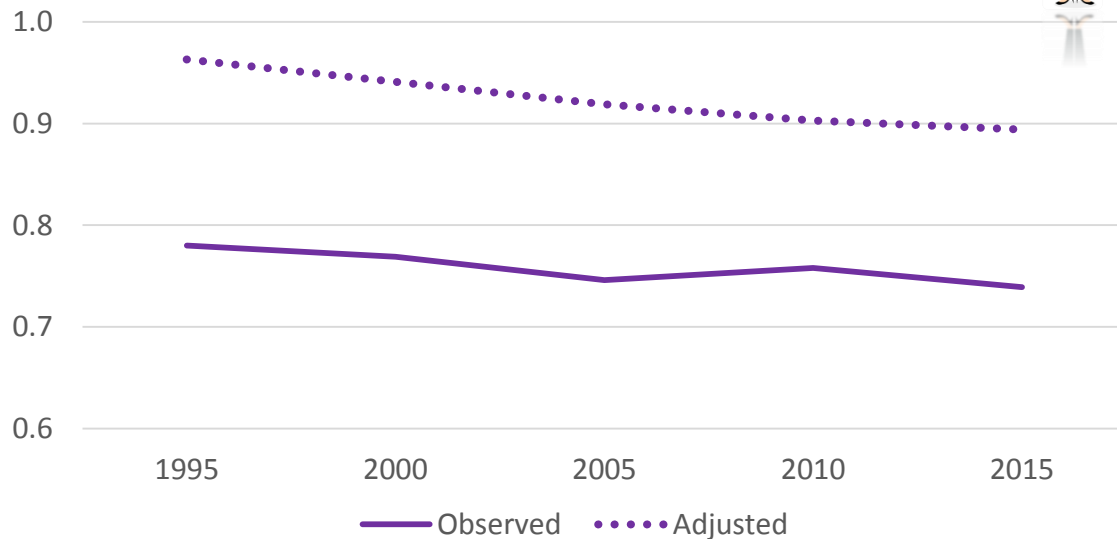
	Women	
	Non-immigrants	Immigrants
1996	5.7	11.6
2001	3.8	7.3
2006	4.6	7.8
2011	5.5	9.3
2016	5.1	8.1
	Men	
	Non-immigrants	Immigrants
1996	5.1	8.6
2001	3.2	5.2
2006	3.9	5.0
2011	5.3	6.6
2016	5.4	5.6

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

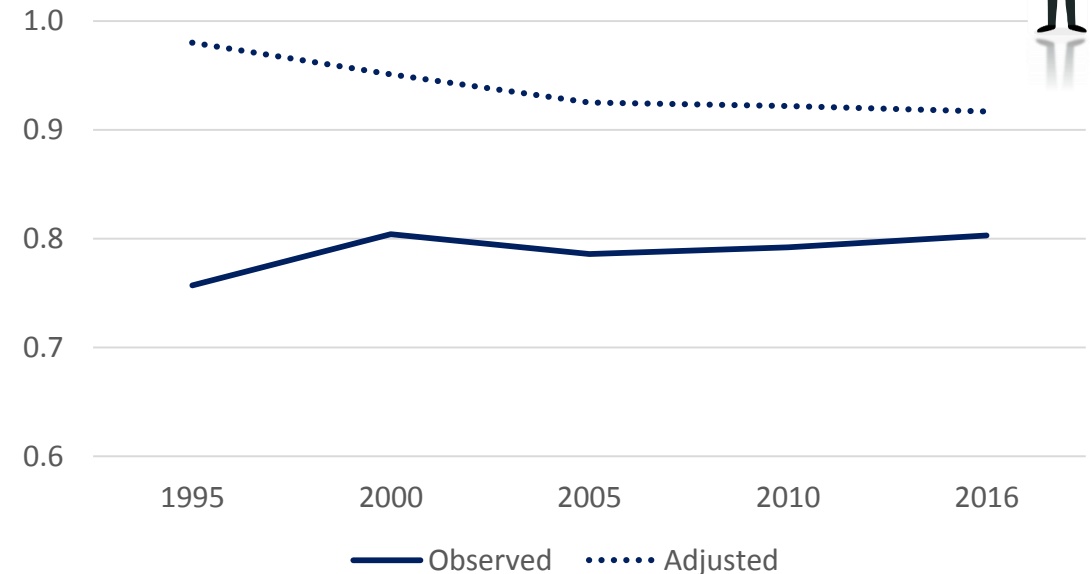
Sources: Statistics Canada, Census of Population, 1996, 2001, 2006 and 2016; National Household Survey, 2011

Among women and men, the 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, Toronto CMA, 1996 to 2016



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



* 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

Median wages of immigrants rise with the number of years since admission to Canada



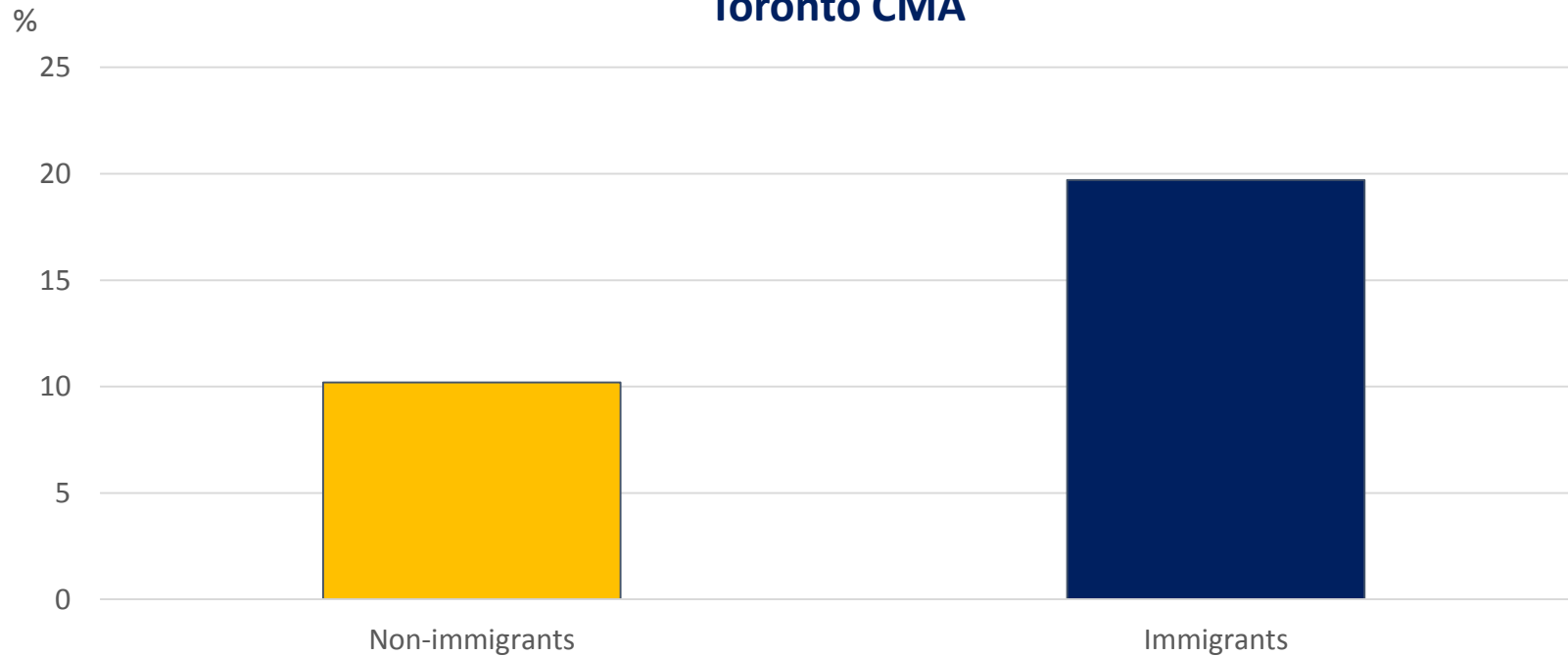
Median wages, salaries and commissions of economic immigrants (principal applicants) in Ontario admitted in 2006

Source: Statistics Canada, Longitudinal Immigration Database, 2016 : interactive app, <https://www150.statcan.gc.ca/n1/pub/71-607-x/71-607-x2019003-eng.htm>



The proportion of immigrants in a low-income situation is much higher than the proportion of Canadian-born.

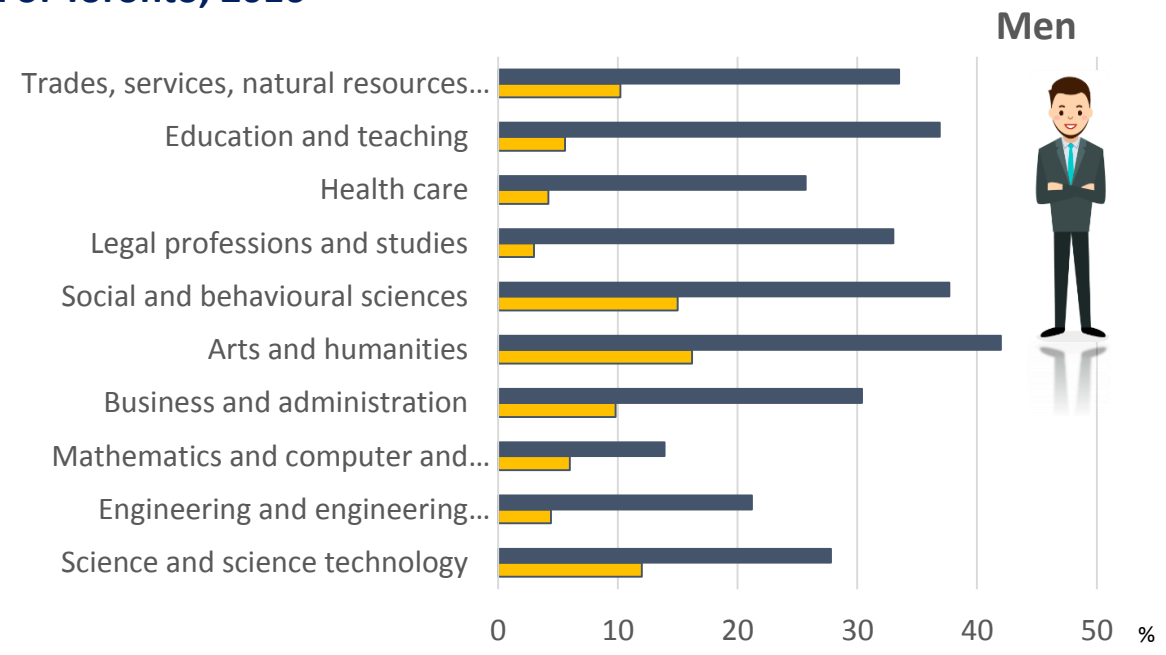
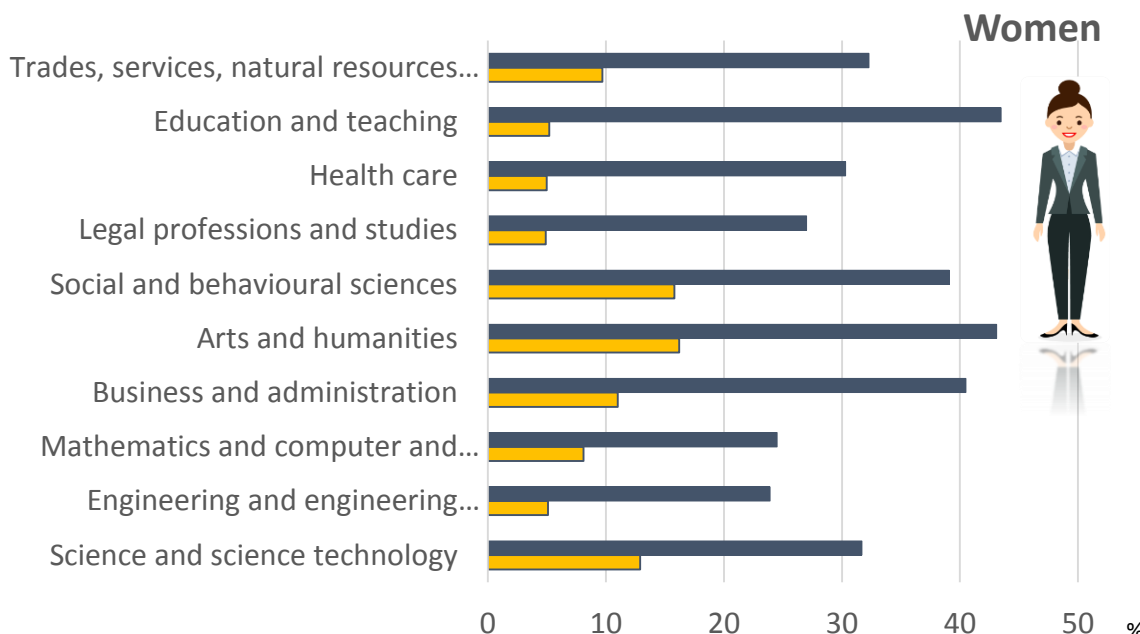
Proportion of the population aged 25 to 54 years who were in a low-income situation based on the Market Basket Measure, Toronto CMA



Sources: Statistics Canada, Census of Population, 2016.

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 years and over with university diploma, by field of study, CMA of Toronto, 2016



■ Immigrant women with university degree from outside of Canada and the US

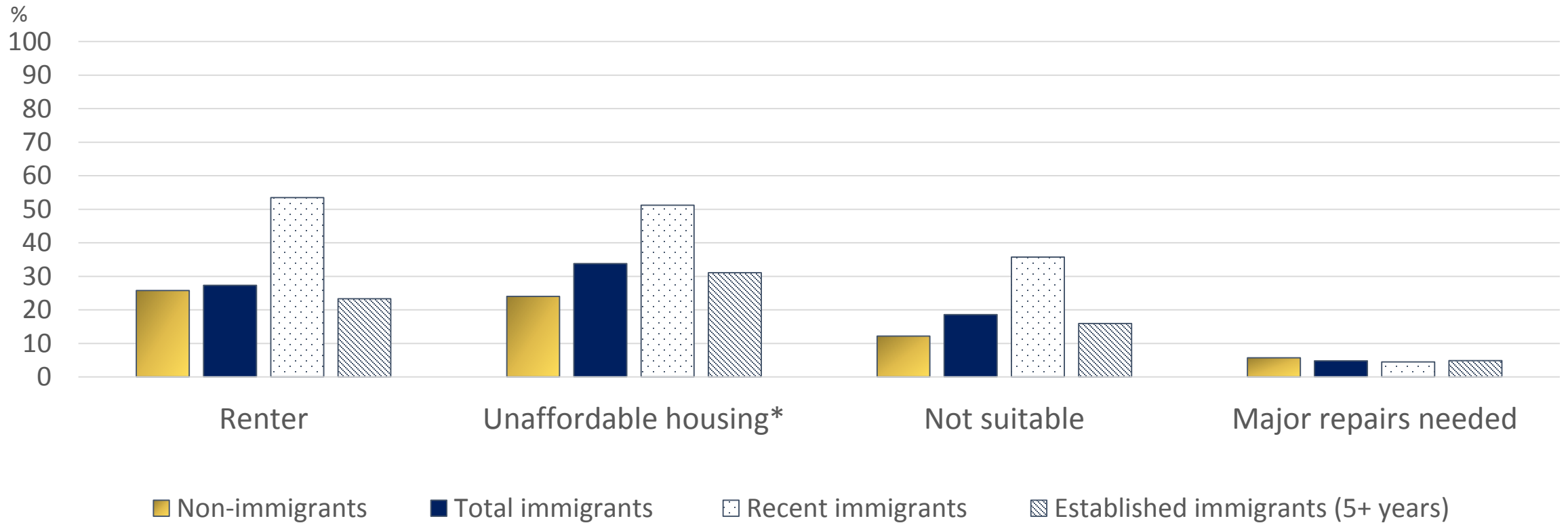
■ Canadian-born women

■ Immigrant with university degree from outside of Canada and the US

■ Canadian-born men

Source: Statistics Canada, Census of Population, 2016.

Housing conditions for immigrants residing in Toronto CMA in 2016

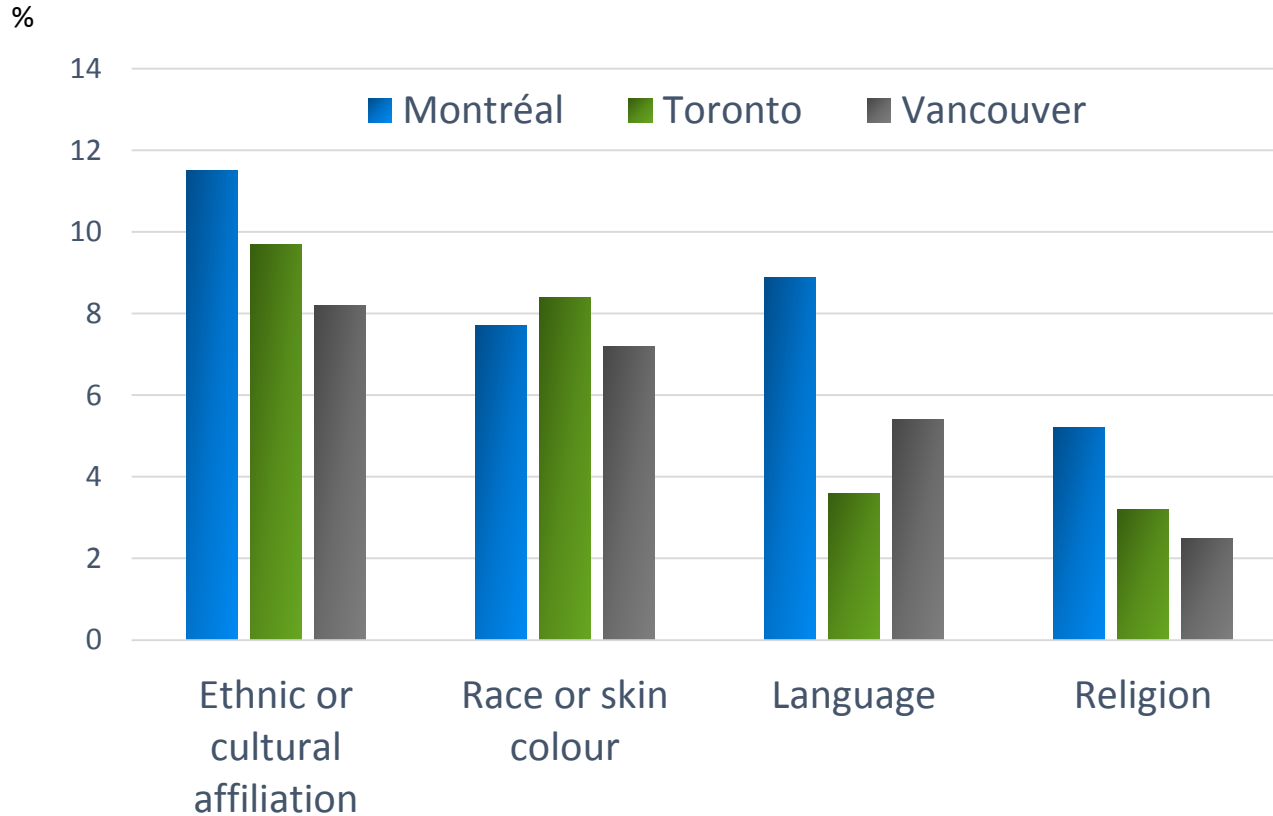


*At least 30% of household income is dedicated to housing.

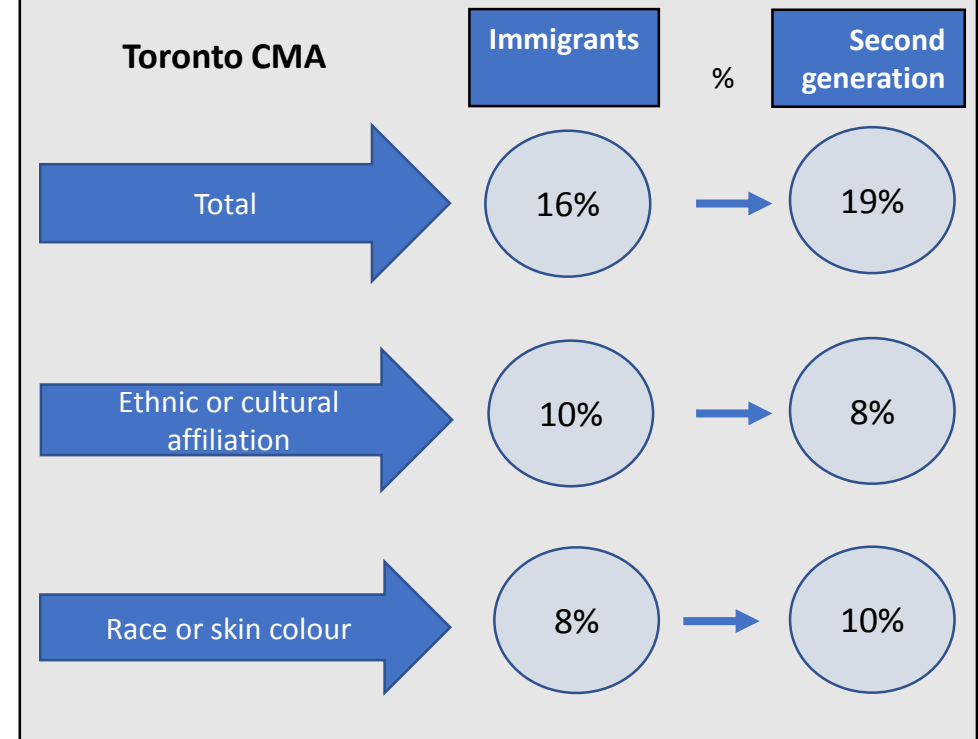
Source: Statistics Canada, Census of Population, 2016.

In Toronto, 1 in 6 immigrants reported experiencing discrimination or being treated unfairly in the last five years

Reasons for discrimination mentioned by immigrants



The likelihood of reporting discrimination is similar among the second generation

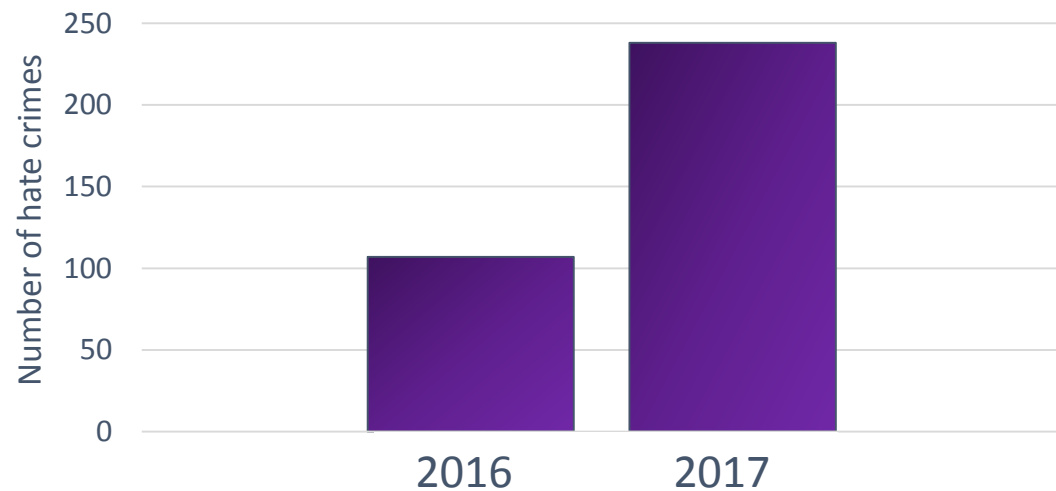


Source: Statistics Canada, General Social Survey (victimization), 2014.

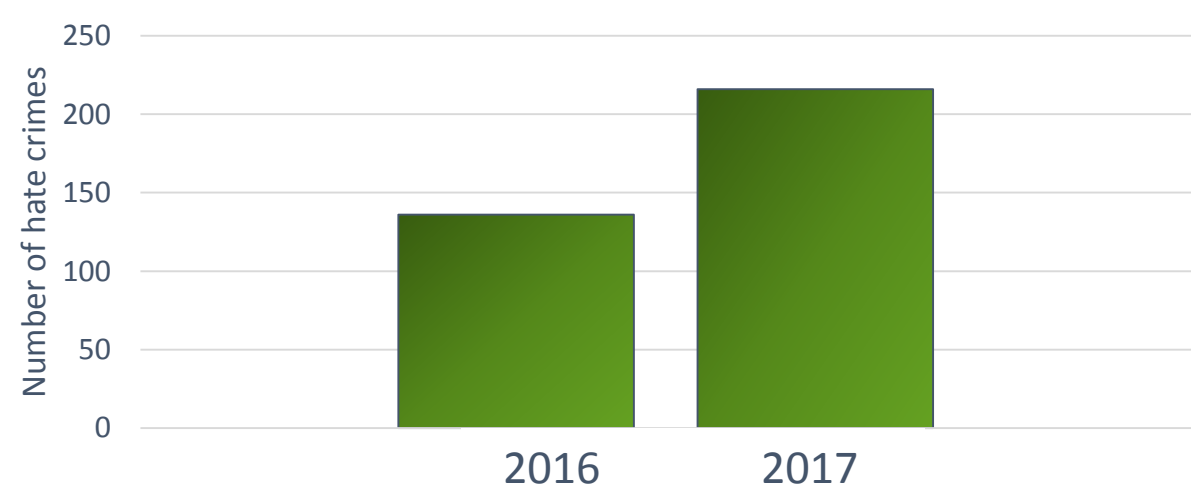
The number of police-reported hate crimes — particularly crimes motivated by hatred of religion, race or ethnic origin — has been on the rise since 2016



Reason reported by police: **Religion**



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



Source: Statistics Canada, Uniform Crime Reporting Survey.

Most recent analytical publications related to immigration, ethnocultural diversity and inclusion



Census Program

- Immigration and Ethnocultural Diversity, 2016 Census of Population
- Children with an Immigrant Background: Bridging Cultures
- Ethnic and Cultural Origins of Canadians: Portrait of a Rich Heritage
- Linguistic integration of immigrants and official language populations in Canada



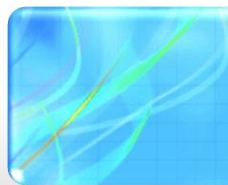
Economic Insights

- Immigrant Ownership of Residential Properties in Toronto and Vancouver



Insights on Canadian Society

- The Labour Force in Canada and its Regions: Projection to 2036
- Results from the 2016 Census: Syrian Refugees who Resettled in Canada in 2015 and 2016
- Harassment in Canadian Workplaces



The Immigrant Labour Force Analysis Series

- The Canadian Immigrant Labour Market: Recent Trends from 2006 to 2017



Ethnicity, Language and Immigration Thematic Series

- Study on International Money Transfer, 2017
- Diversity of the Black Population in Canada: An Overview
- Immigration and Language in Canada, 2011 and 2016



Health Reports

- Healthy Immigrant Effect by Immigrant Category in Canada
- Tuberculosis-related Hospital Use Among Recent Immigrants to Canada
- Hospitalisation Rates Among Economic Immigrants to Canada



Analytical Studies Branch Research Paper Series

- The Wealth of Immigrant Families in Canada
- Labour Market Outcomes Among Refugees to Canada
- Intergenerational Education Mobility and Labour Market Outcomes: Among the Second Generation of Immigrants in Canada



Juristat

- Violent Victimization and Discrimination, by Religious Affiliation in Canada, 2014
- Violent Victimization and Discrimination among Visible Minority Populations, Canada, 2014
- Violent Victimization, Discrimination and Perception of Safety: an Immigrant Perspective, Canada, 2014

Multiple dimensions or facets of inclusion and equity

Education Equity **Culture**
Inequality **Income** Vulnerable groups
Family **Citizenship**
Exclusion **Justice** Human rights
Discrimination
Health Well-being **Work** **Volunteering**
Living together **Civic participation**

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 backgrounds of the population?

What are the current needs and emerging issues?

Looking to the future

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Developing and collecting new data and statistics

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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New dissemination strategy of data

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

Centre for Gender, Diversity and Inclusion Statistics



THANK YOU!

For more information,
visit www.statcan.gc.ca

