



# 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

Statistique  
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Canada

# Statistics Canada and measuring diversity and inclusion



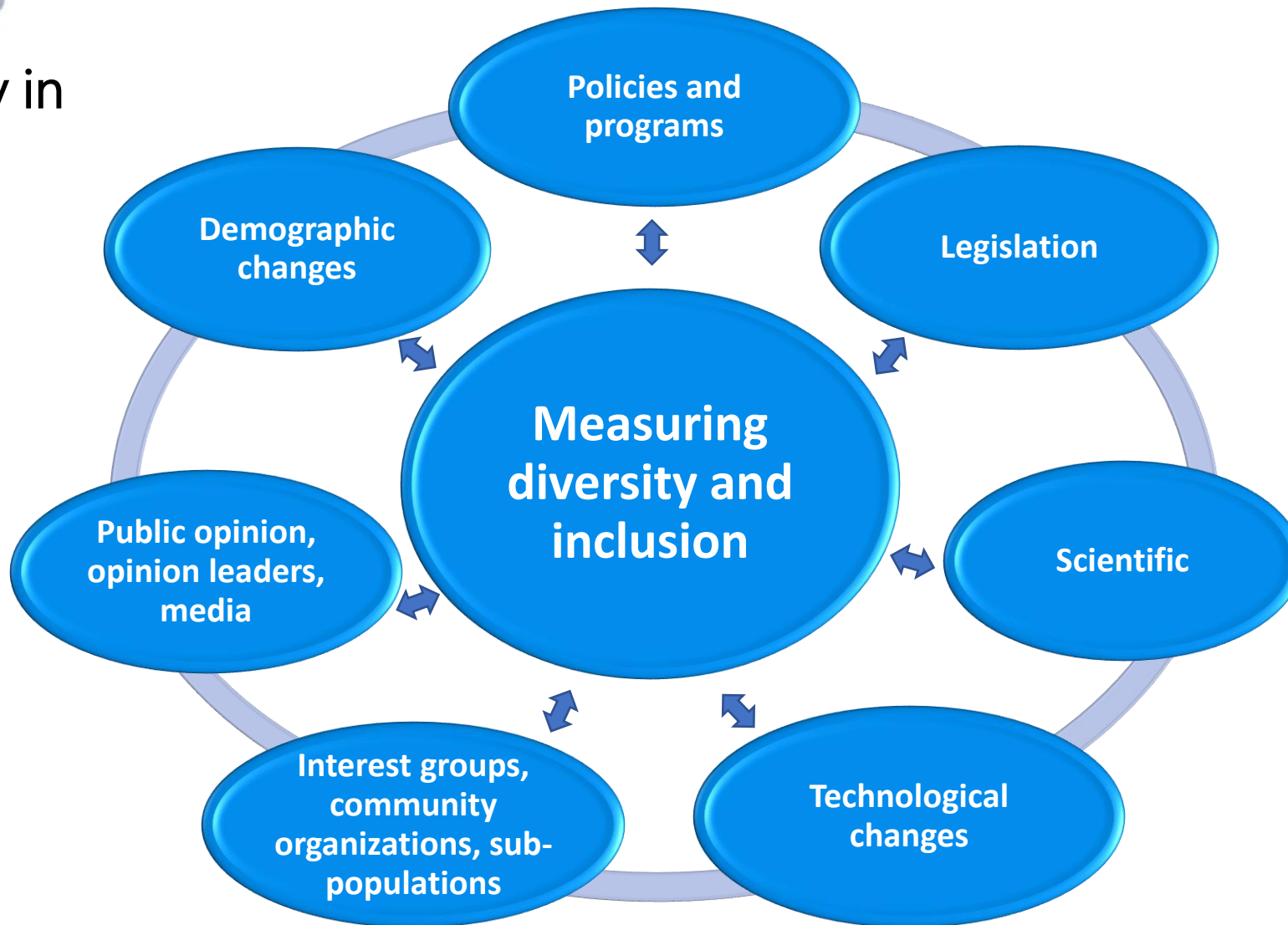
## Who are we?

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.



## 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

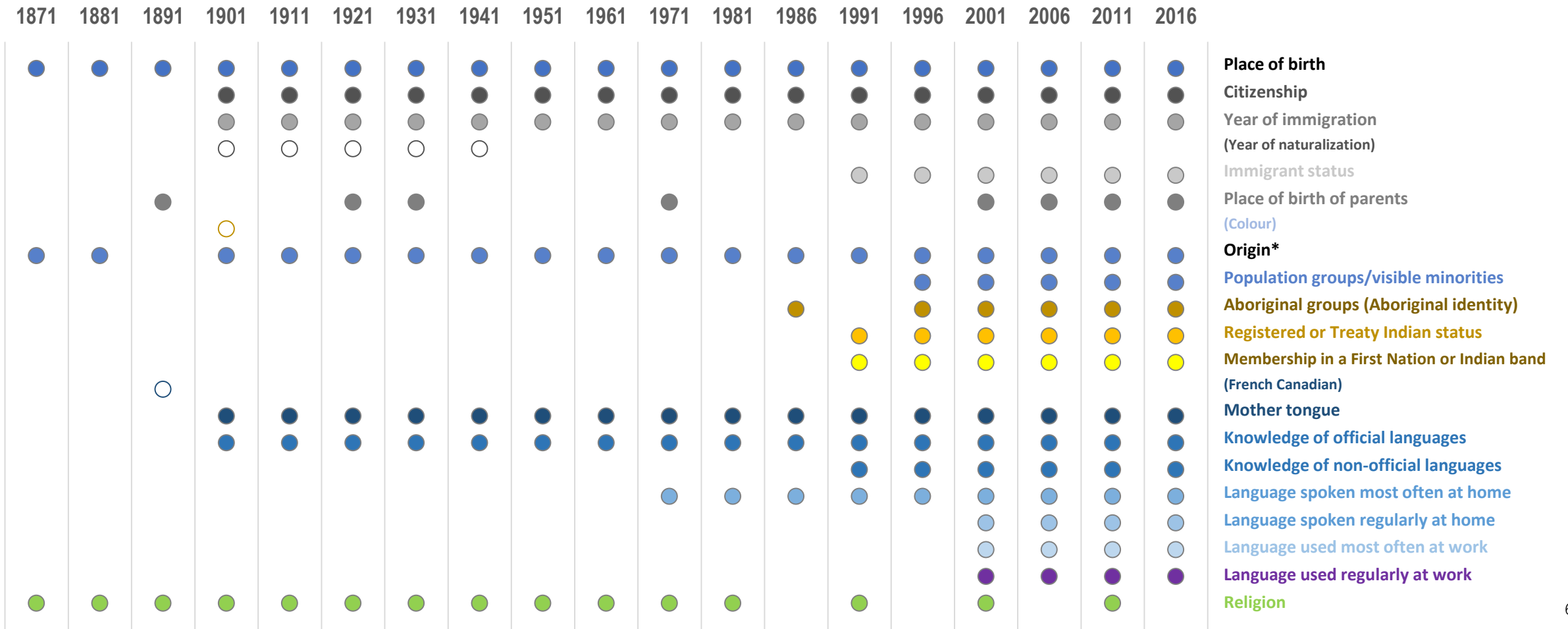
## Thematic surveys

- 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)



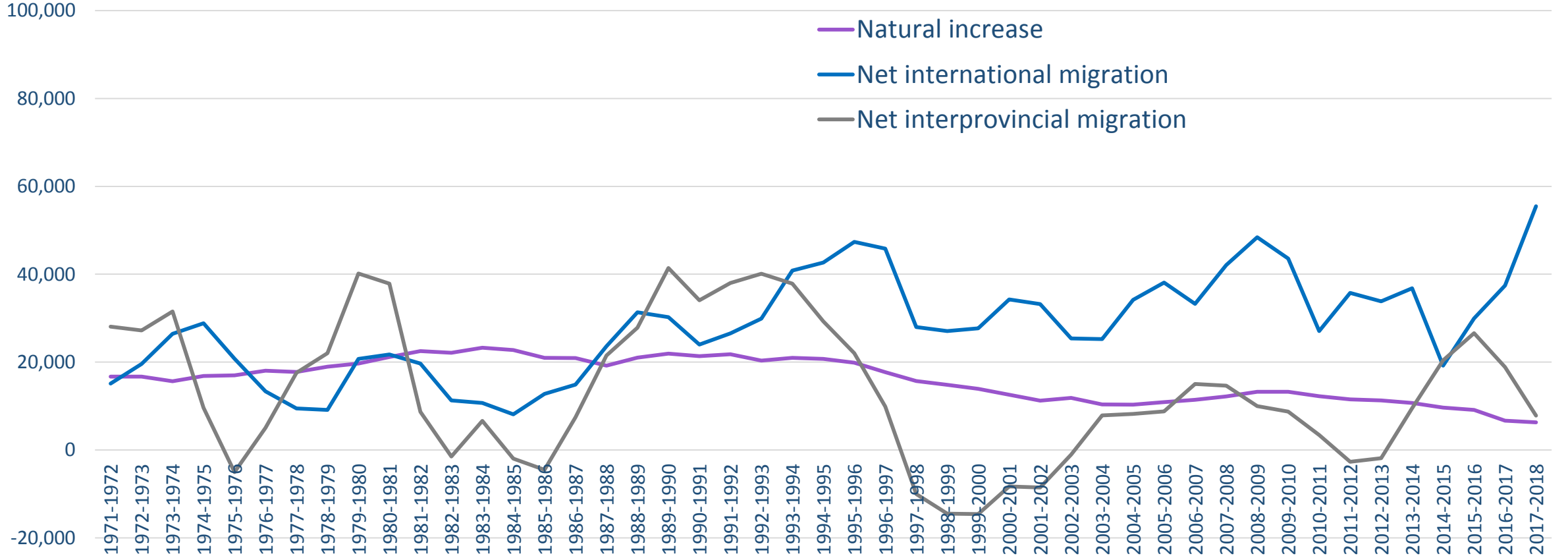
# Portrait of ethnocultural diversity in British Columbia and Vancouver





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

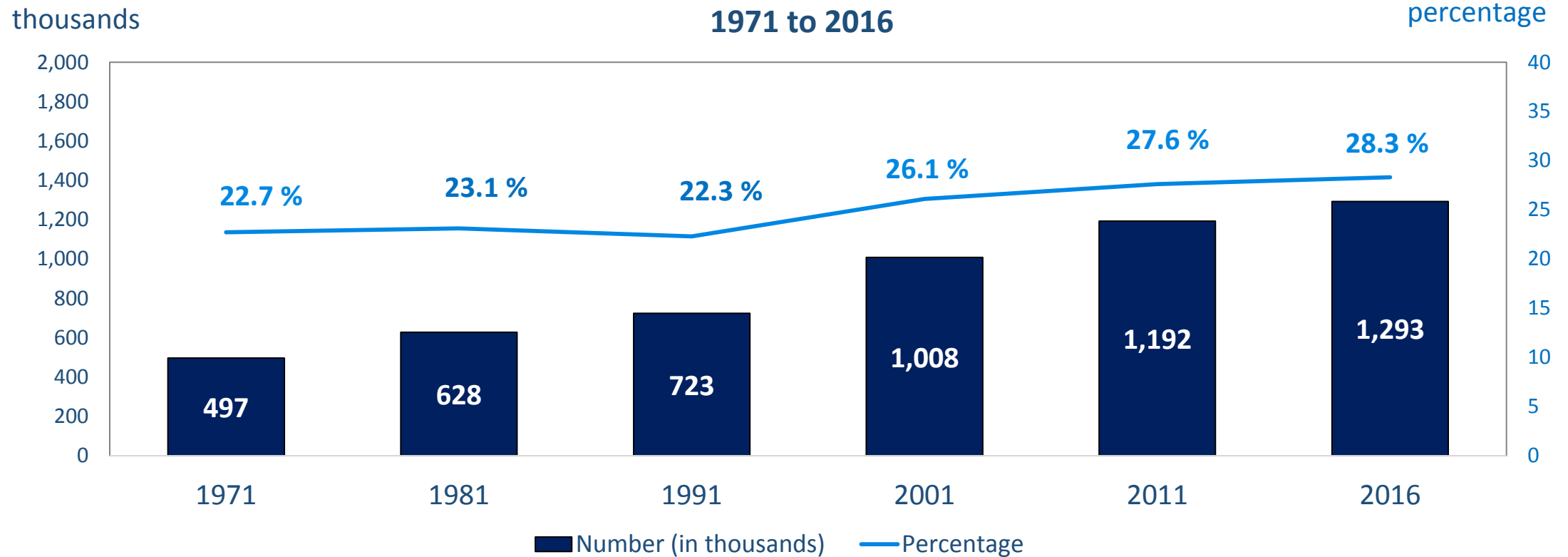
## Sources of population growth in British Columbia, 1971-1972 to 2017-2018



Source: Statistics Canada, Demographic Estimates Program.

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

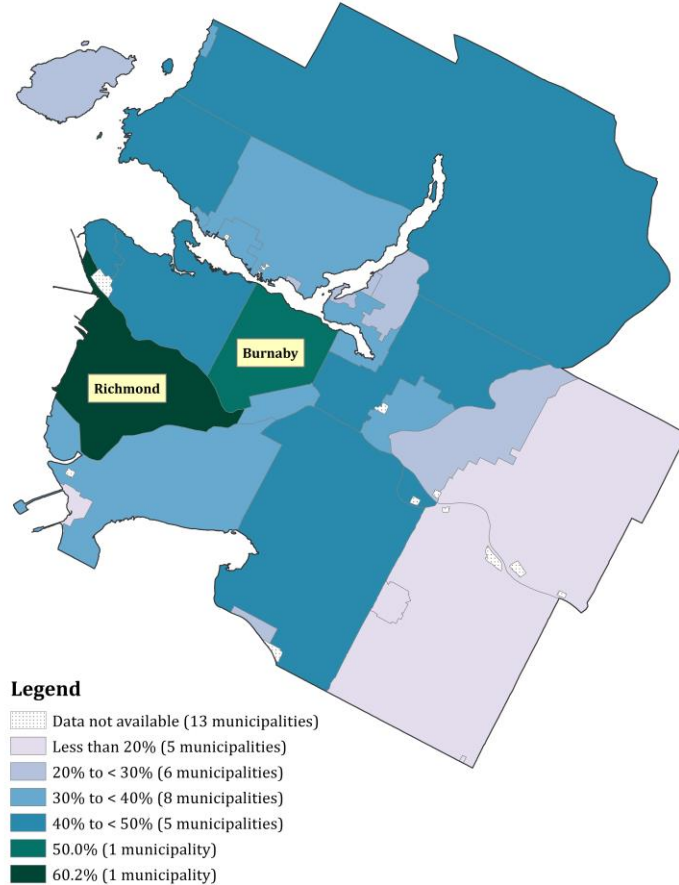
Number and proportion of immigrants in British Columbia, 1971 to 2016



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

# Immigrants represent at least half of the total population in Richmond and Burnaby

## Immigrants in the census metropolitan area (CMA) of Vancouver

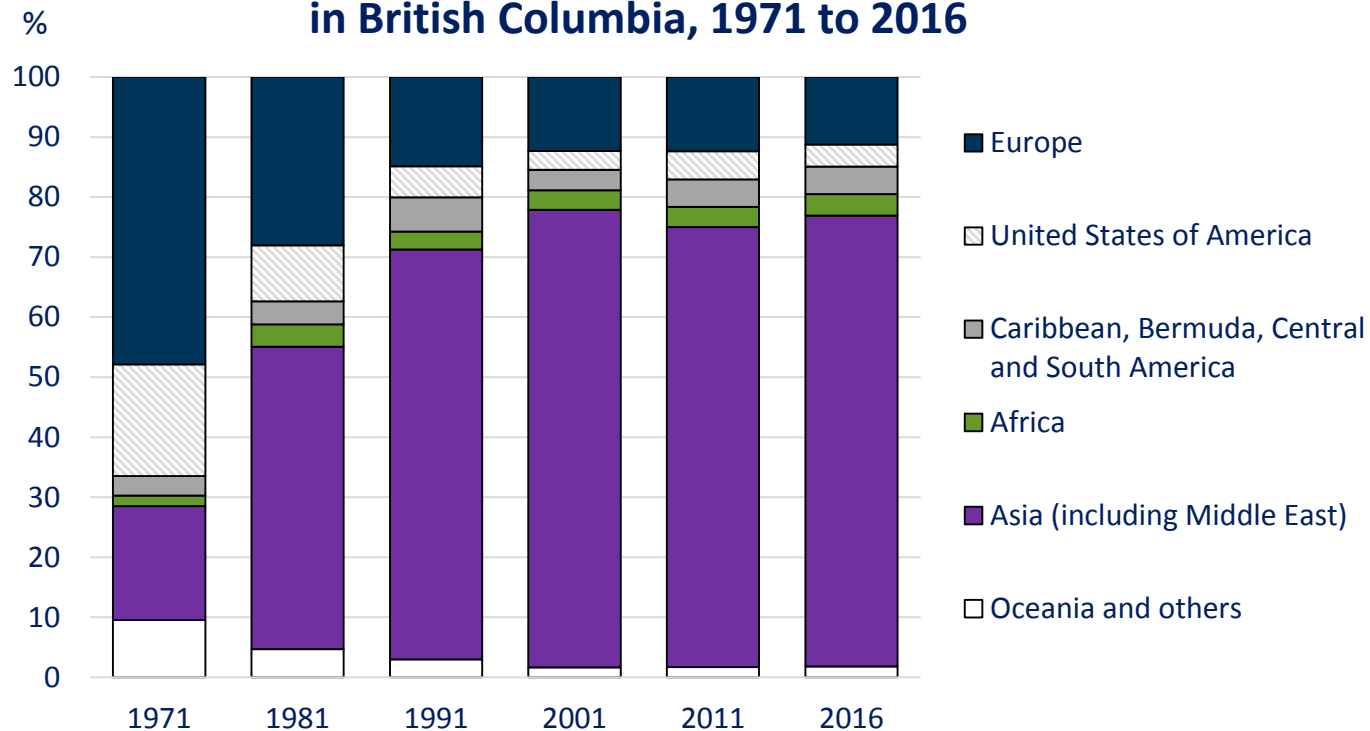


Census subdivision	Number of immigrants	Proportion (%)
Richmond	118,300	60.2
Burnaby	115,145	50.0
Greater Vancouver A	6,890	48.2
West Vancouver	18,615	44.7
Coquitlam	61,055	44.2
Surrey	220,155	43.0
Vancouver	262,770	42.5
North Vancouver	19,930	38.2
New Westminister	24,375	34.9
Port Moody	10,750	32.1
Port Coquitlam	18,430	31.8
North Vancouver (DM)	26,505	31.2
Delta	31,235	31.0
Langley (DM)	22,495	19.4
Maple Ridge	15,465	19.1

Source: Statistics Canada, Census of Population, 2016.

# The vast majority of recent immigrants in British Columbia are from Asia

**Region of birth of recent immigrants in British Columbia, 1971 to 2016**



**Top countries of birth reported by recent immigrants in British Columbia, 2016**



**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.

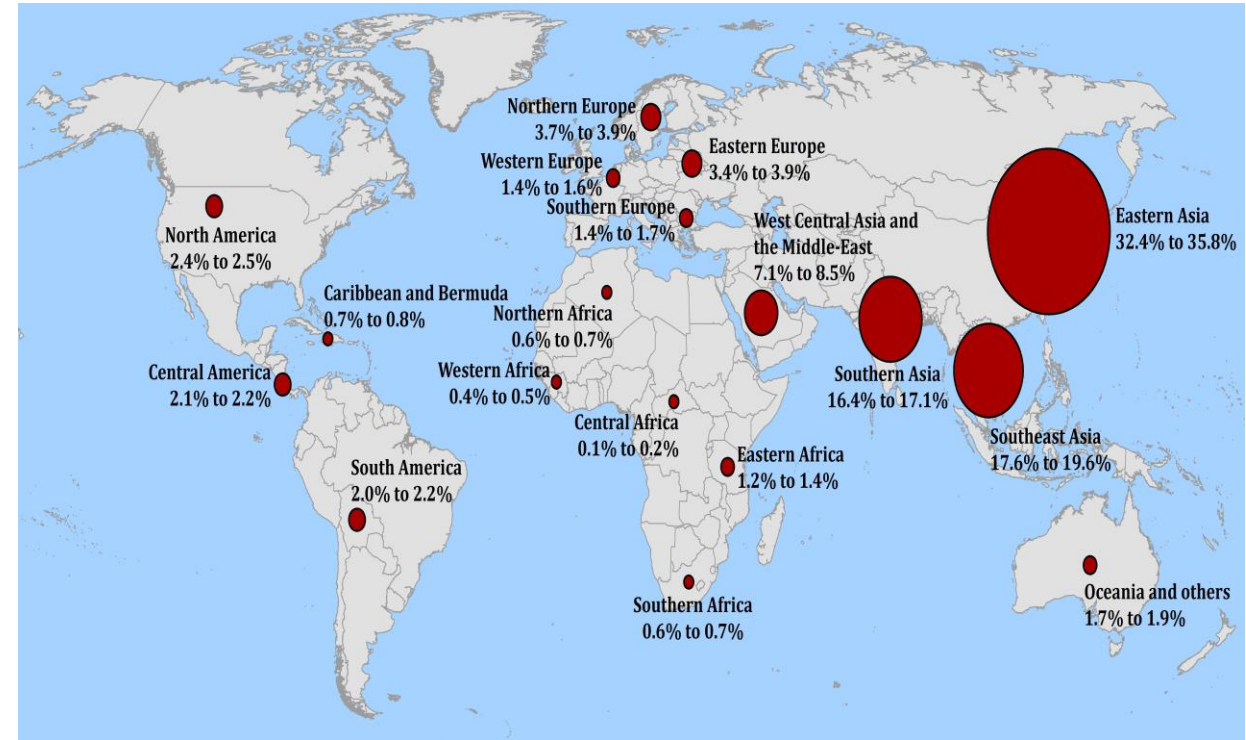
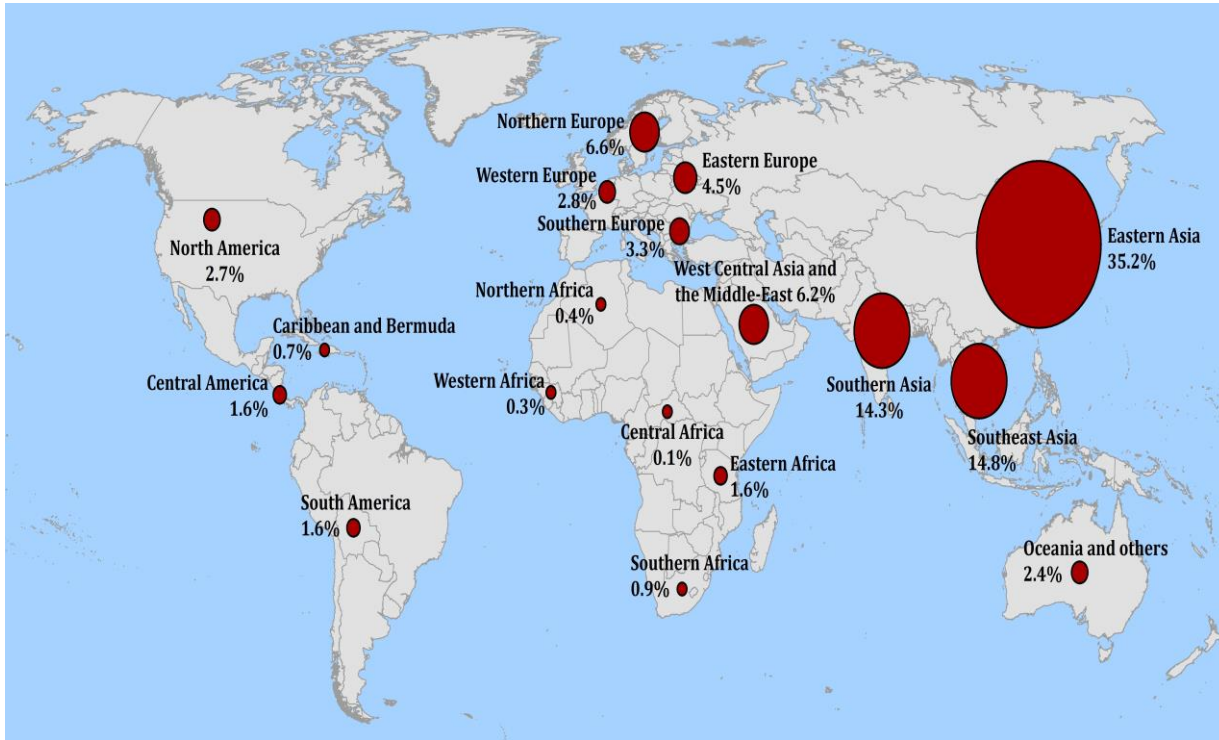


The share of immigrants from certain parts of the world could continue to grow, while those from earlier waves of immigration could continue to decline

Distribution of immigrants living in Vancouver CMA, by region of birth

2016

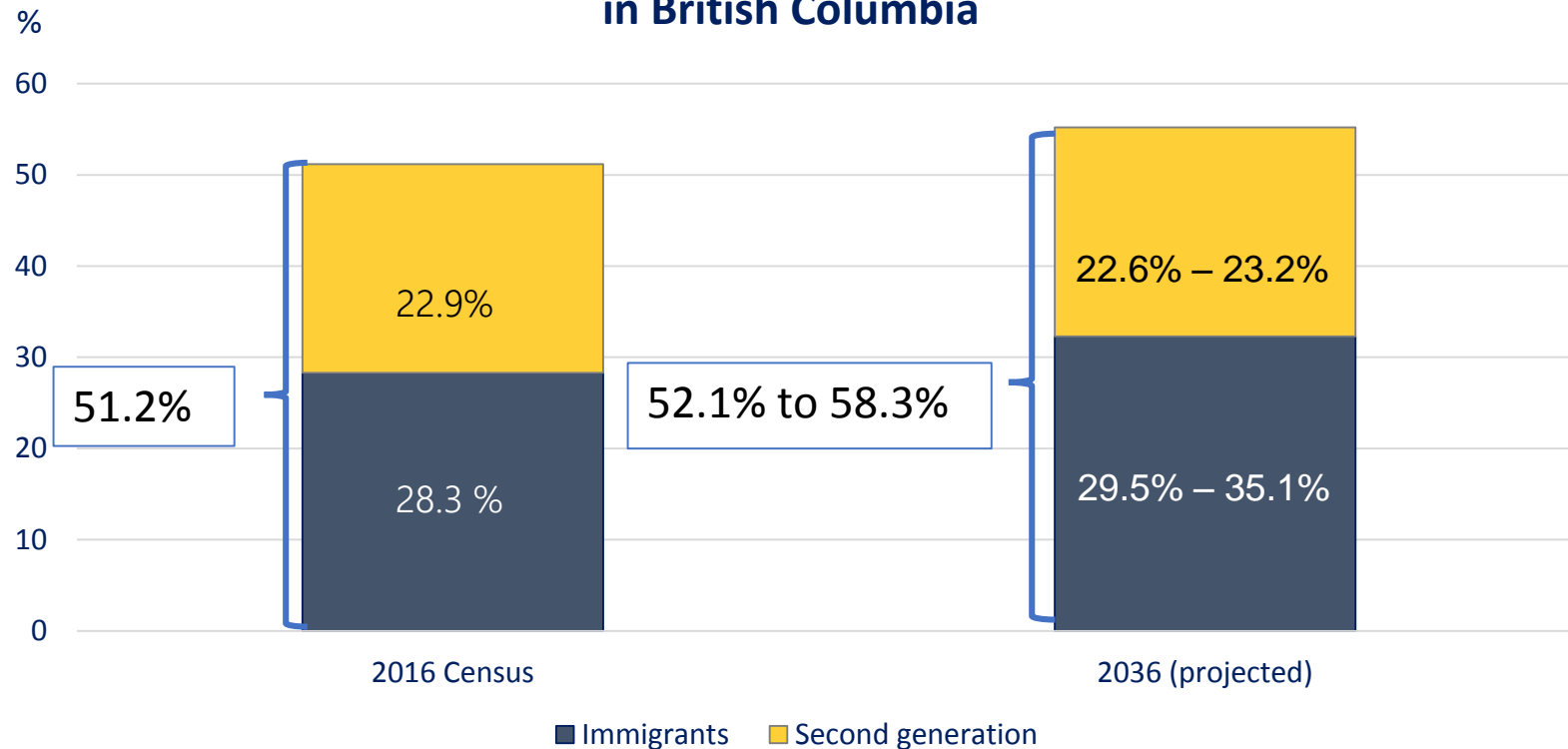
2036 – Projected



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 British Columbia 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 British Columbia**



In the **Vancouver CMA**, immigrants and second-generation individuals represented **66%** of the population in 2016.

This proportion could rise to between **69% and 74%** in 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 Vancouver: close to 180 languages\*

### Mother tongue of the Vancouver population (CMA)

56.7% English

1.1% French

41.9% Other language only

0.3% English-French

### Mother tongue of immigrants in Vancouver (CMA)

20.0% English

0.6% French

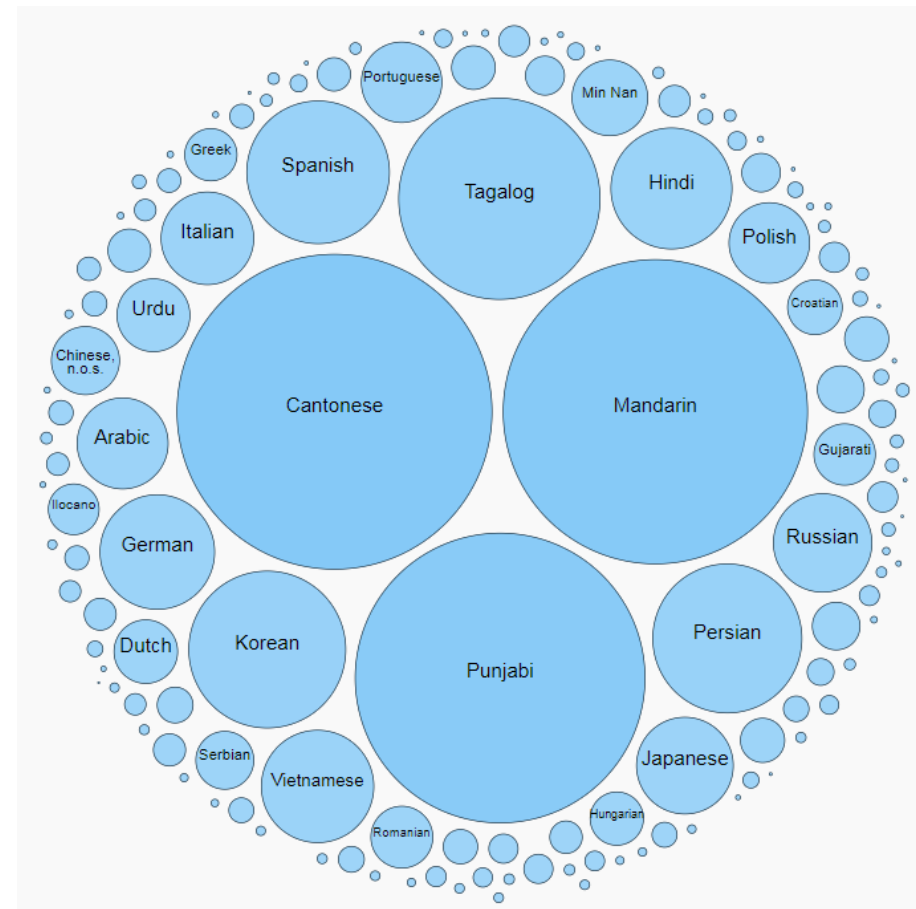
79.3% Other language only

0.1 % English-French

\*Including Indigenous and immigrant languages.

Source: Statistics Canada, Census of Population, 2016.

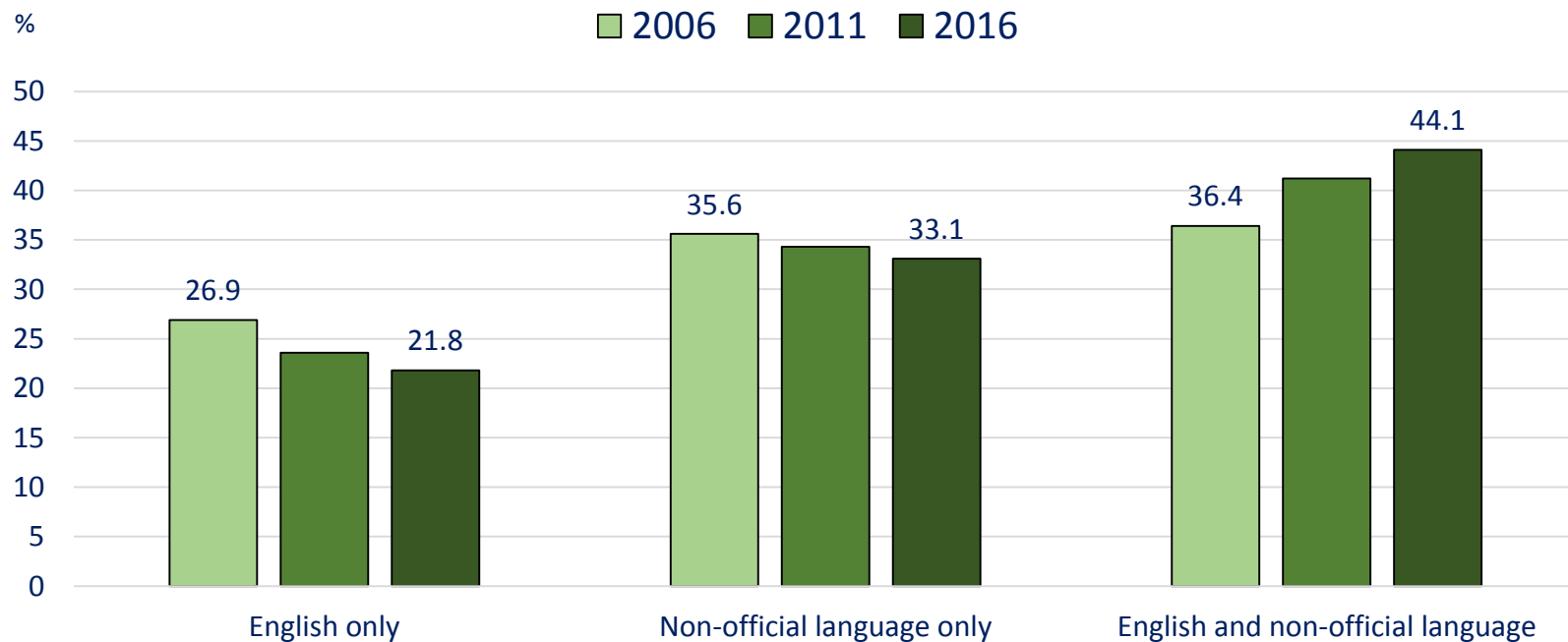
### Relative proportion of the Vancouver CMA population who reported a language other than English or French as their mother tongue, 2016



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

# Growing multilingualism in the home

Languages spoken most often and regularly at home by immigrants, Vancouver CMA



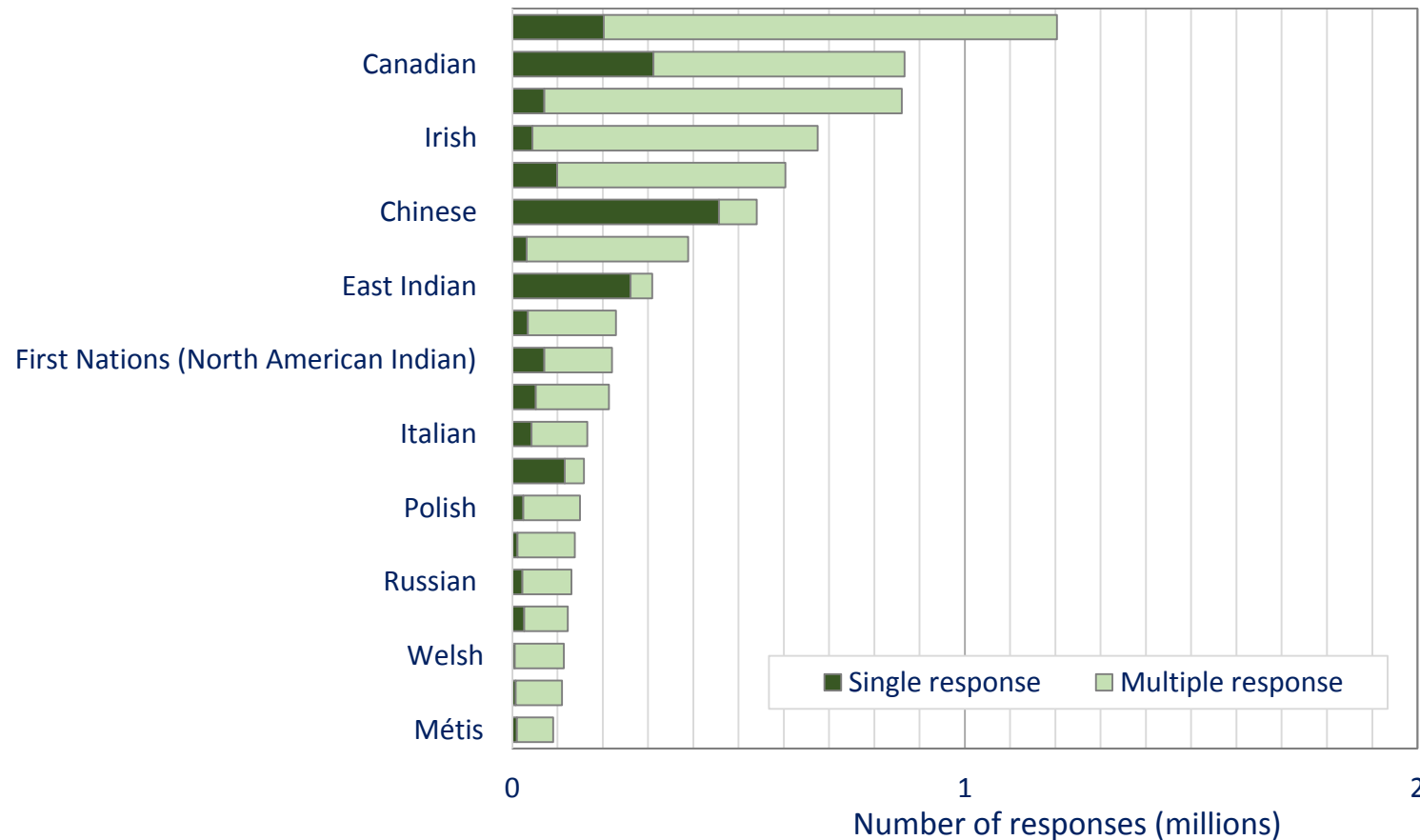
In 2016, 1.0 % (or 9,875) of immigrants in Vancouver CMA spoke French at home\*

\* Alone or in combination with other languages.

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

# 250 ethnic or cultural origins were reported by the population of British Columbia

## The top 20 ethnic origins reported in British Columbia, 2016



**In 2016, 48% of the British Columbia population reported more than one origin in the census.**

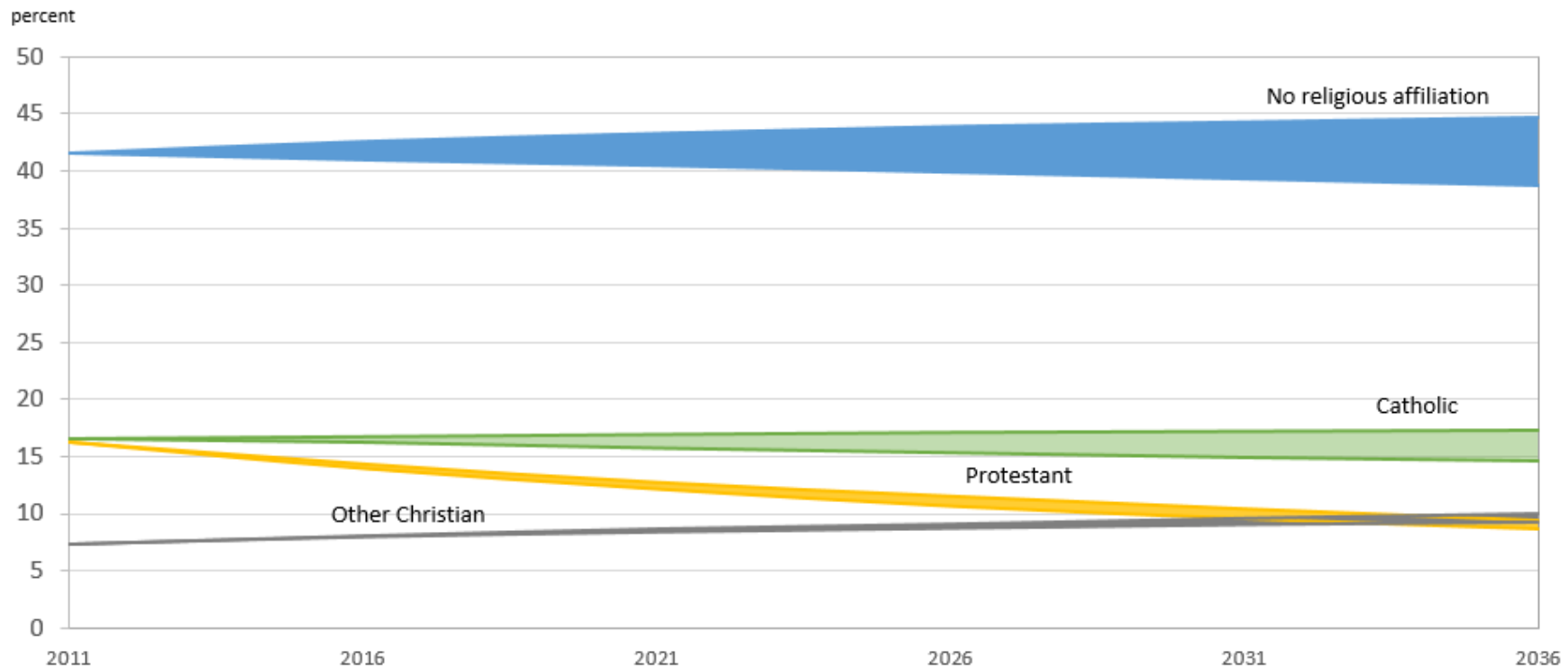
**Note:** In this chart, the total responses is greater than the total population because a person can report more than one origin.

Source: Statistics Canada, Census of Population, 2016



In Vancouver, about 4 in 10 people reported no religious affiliation...

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

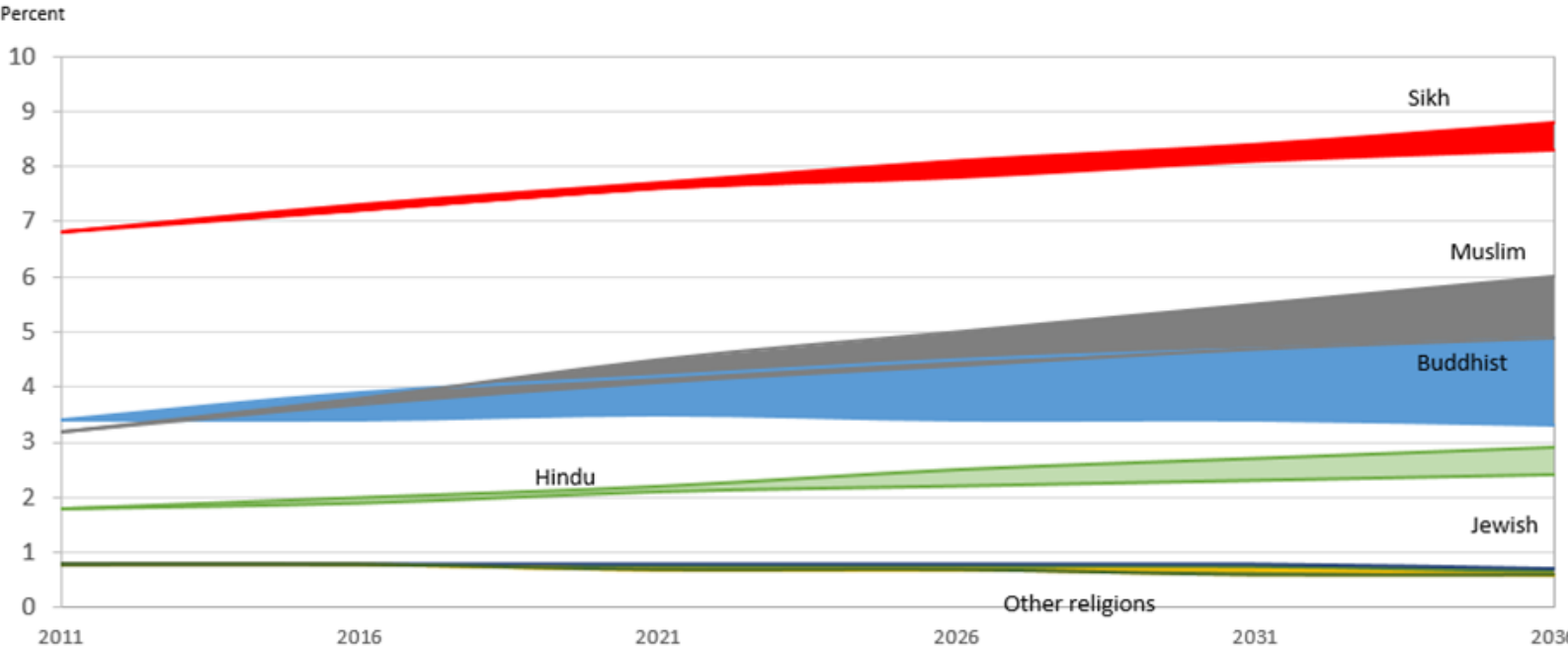


**Note:** The shaded area indicates the interval between the minimum and maximum values projected by the seven scenarios considered.

**Sources:** Statistics Canada, 2017. *Immigration and Diversity: Population Projections for Canada and its Regions, 2011 and 2036*, Statistics Canada Catalogue no. 91-551.

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

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



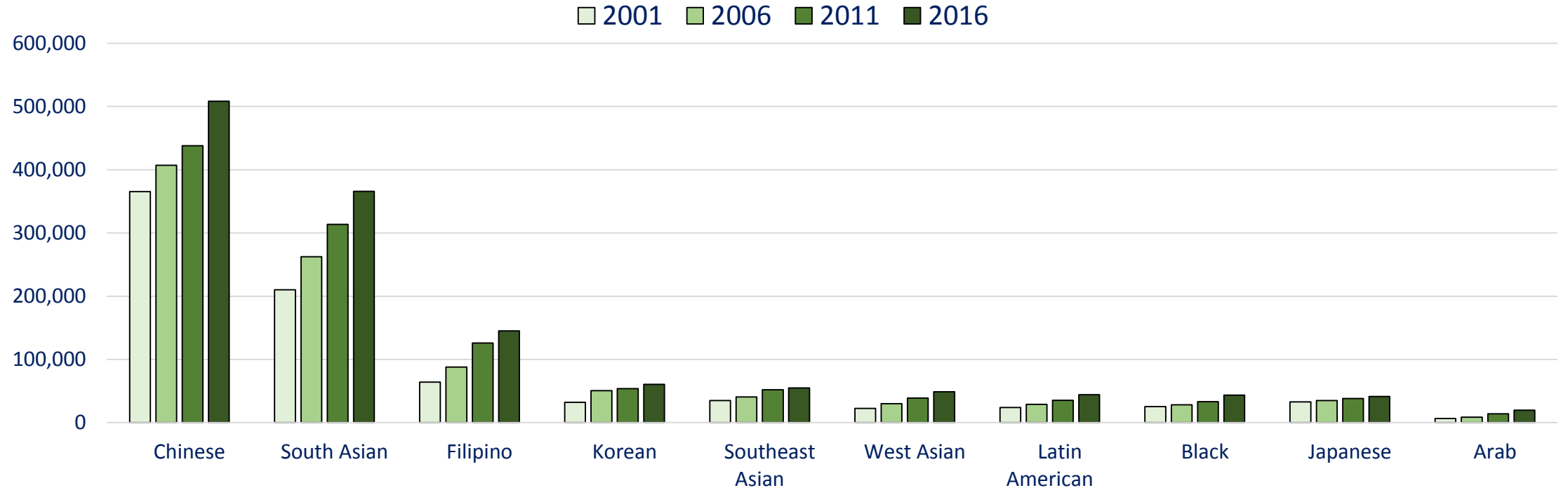
**50%**  
of Vancouver's population  
who reported  
a religious affiliation  
**attended religious ceremonies**  
at least 3 times a year  
in 2017.

**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 British Columbia, the two largest visible minority groups as defined by the *Employment Equity Act* are Chinese and South Asian

### Main groups defined as visible minorities in British Columbia



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 Vancouver

### Three broad admission categories for recent immigrants

- Economic immigrants (63%)
- Immigrants sponsored by family (30%)
- Refugees (6%)
- Other immigrants (0.5%)

Living arrangements in the household	Non-immigrants (%)	Recent Immigrants (%)
In a couple without children	17.4	13.5
In a couple with children	41.0	46.0
In a lone-parent family	8.6	6.2
Persons in multigenerational households	8.5	12.5
Living with others (relatives or non-relatives)	11.8	16.6
Living alone	12.6	5.2

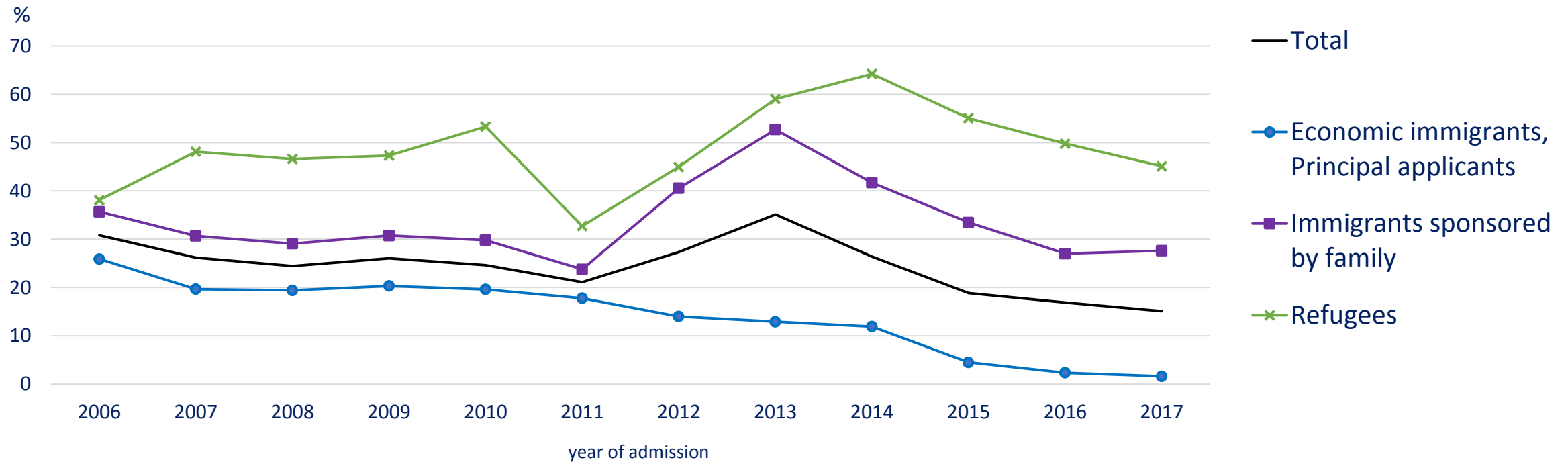
**Note:** “Recent immigrants” are immigrants who received landed immigrant status or permanent resident status in Canada for the first time in the five years preceding the Census year.

**Source:** Statistics Canada, Census of Population, 2016.



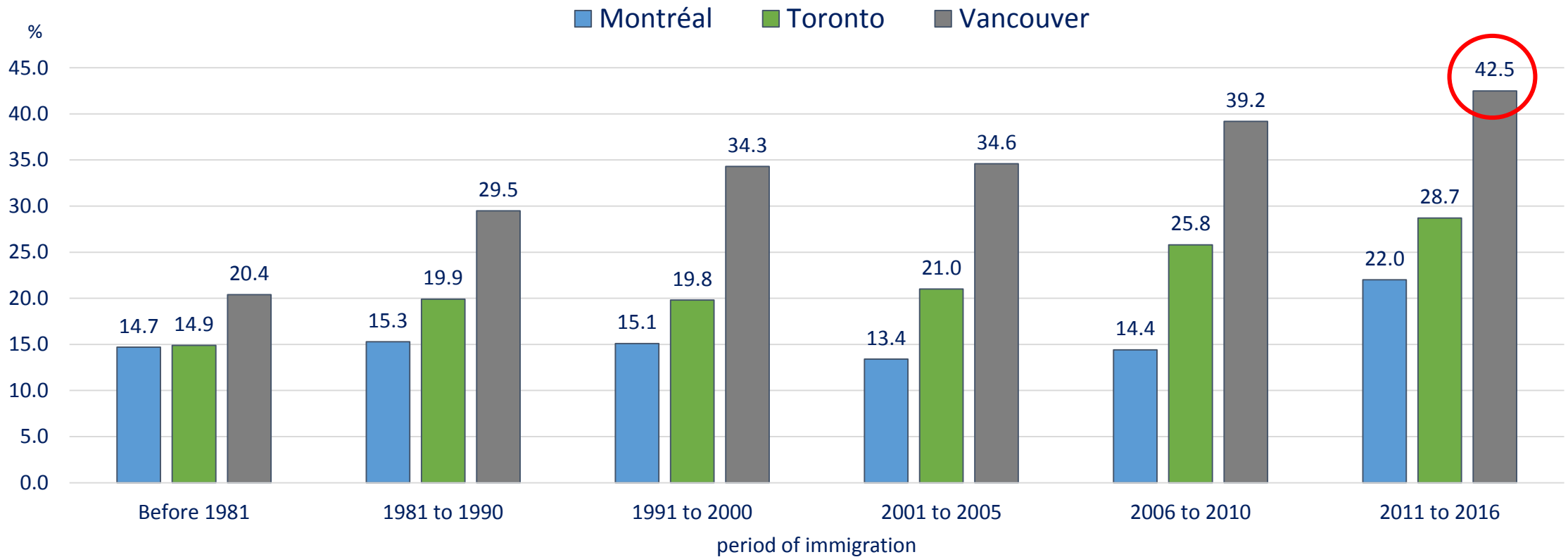
Between 2006 and 2017, about 1 in 4 immigrants who intended to live in the CMA of Vancouver were not able to conduct a conversation in English or French at the time of their admission in the country

**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, 43% of Vancouver's recent immigrants with a mother tongue other than English or French used a non-official language at work

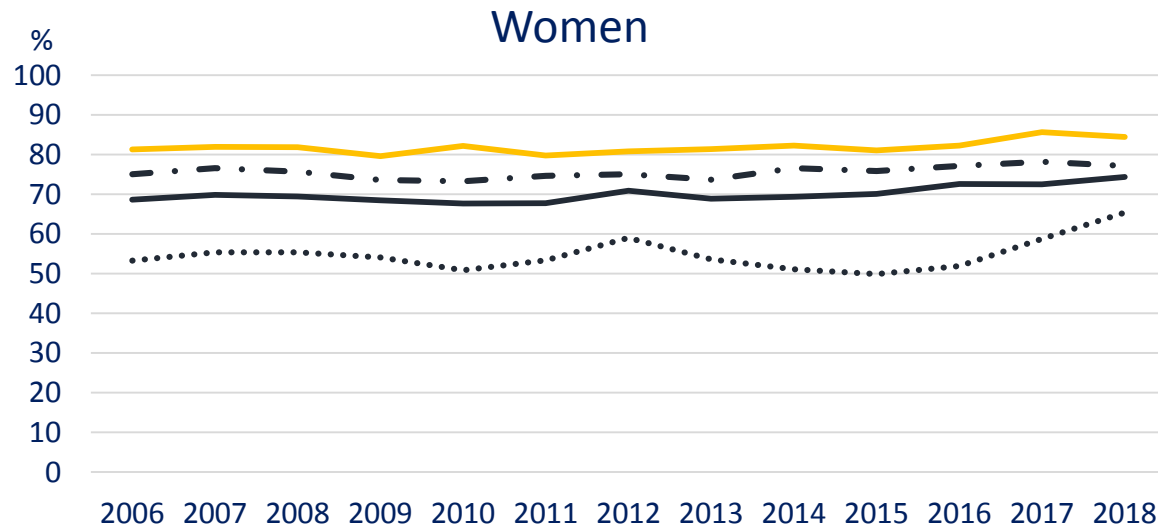


\* Only single responses to the question on mother tongue were considered

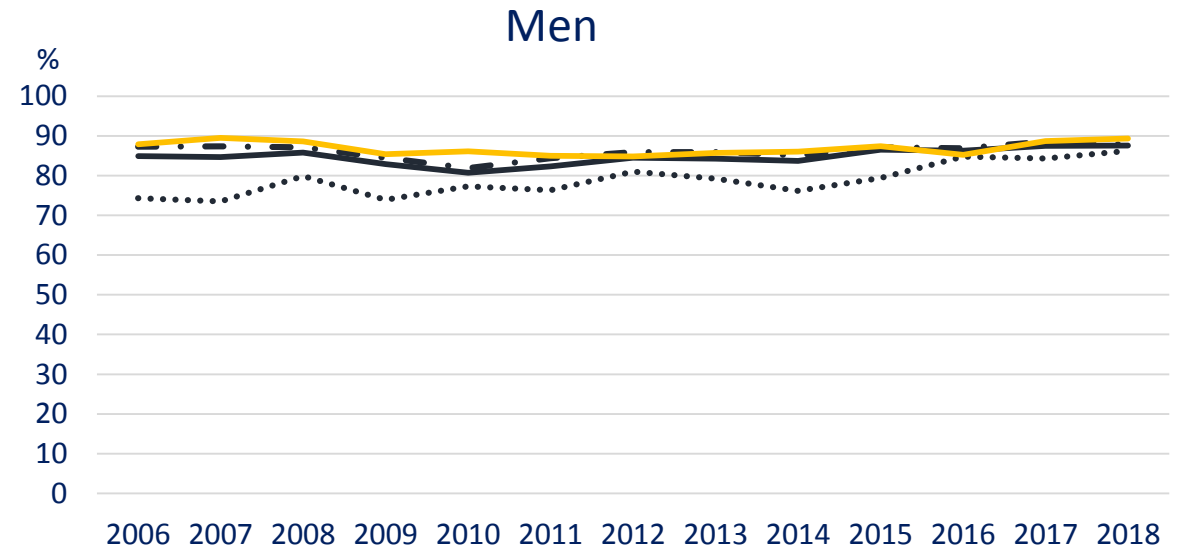
Source: Statistics Canada, Census of Population, 2016.

In Vancouver, 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), Vancouver CMA



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

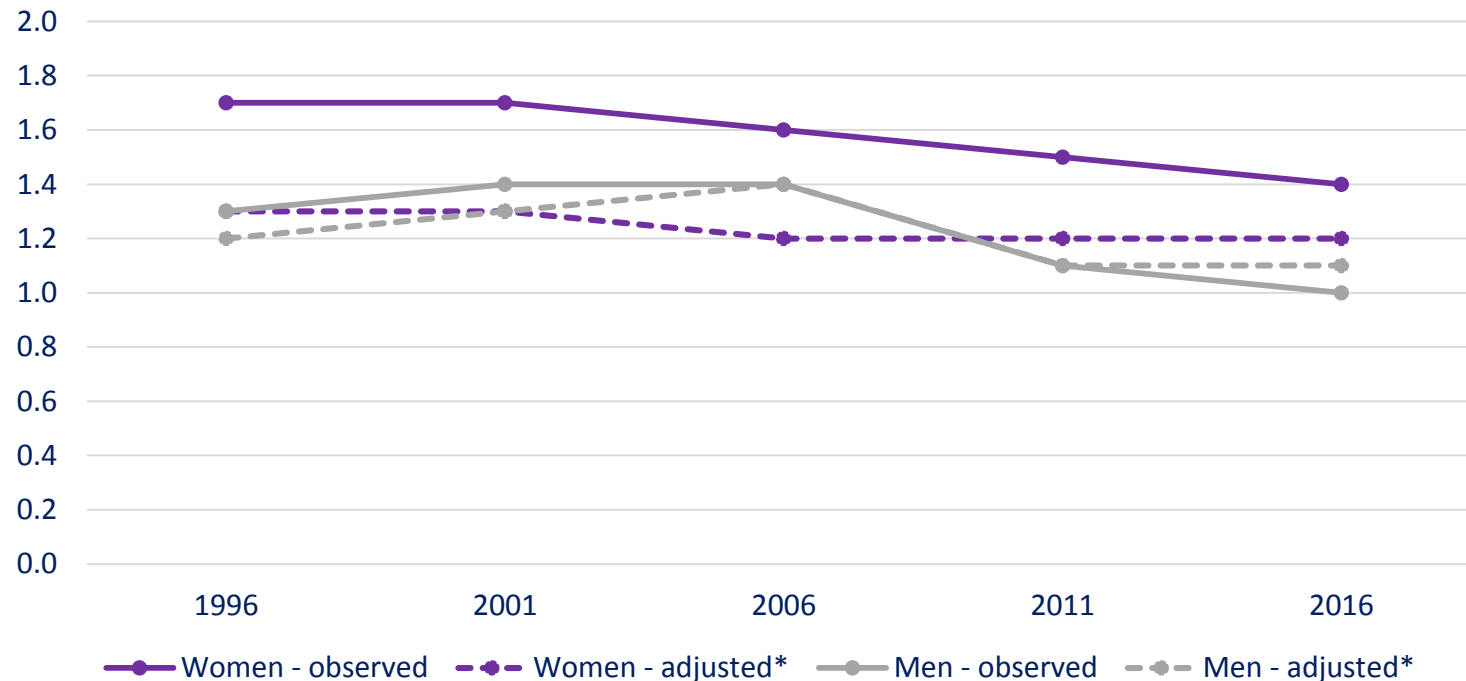


- All immigrants
- ..... Recent immigrants (less than 5 years in Canada)
- . - Established immigrants (at least 10 years in Canada)
- Canadian-born men

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, Vancouver CMA**



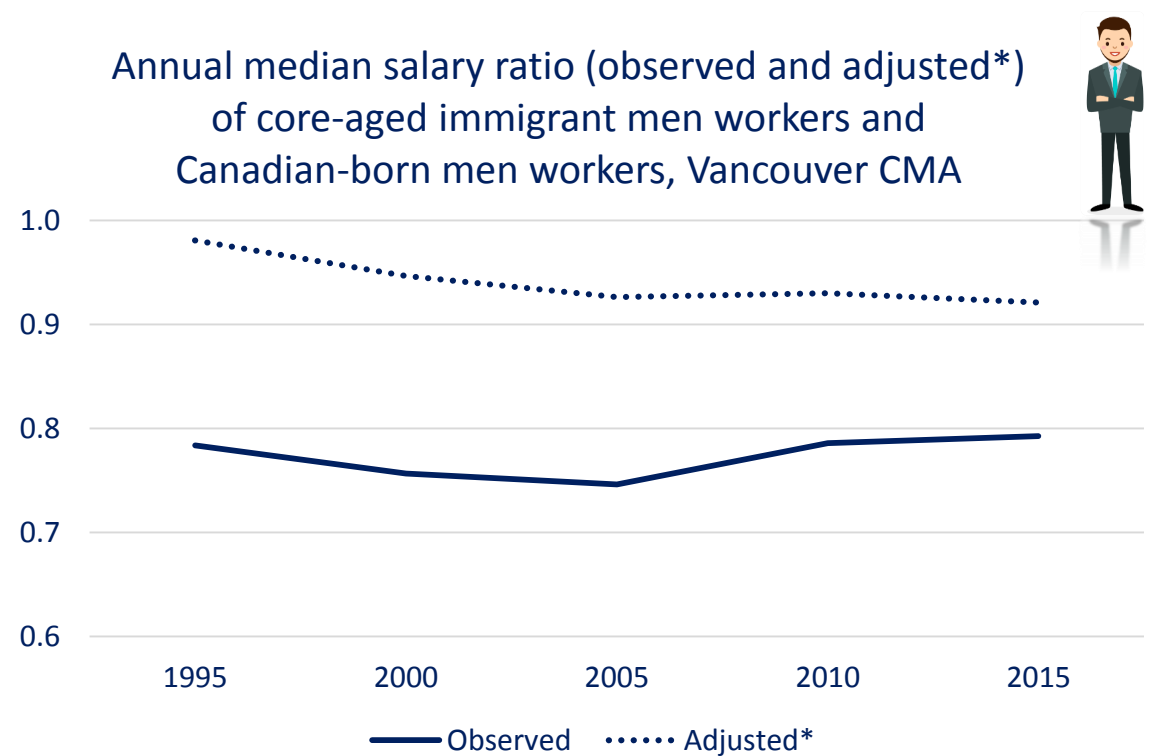
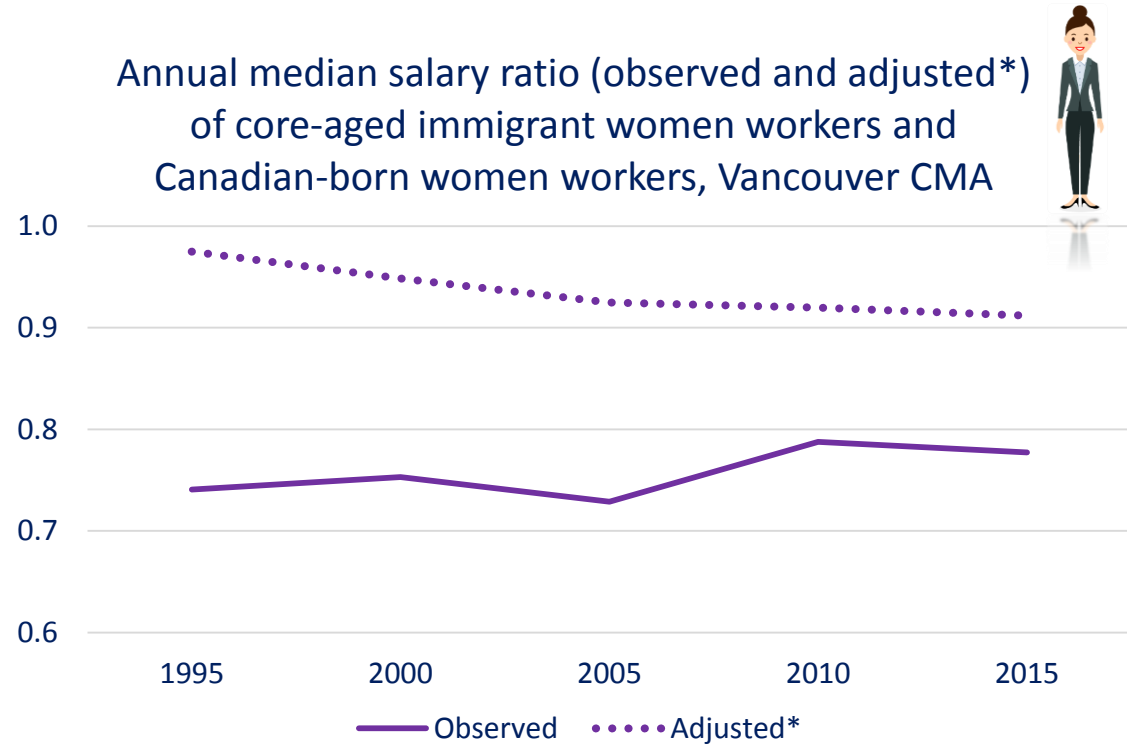
**Observed unemployment rates (%) of core-aged group, Vancouver CMA**

	Women	
	Non-immigrants	Immigrants
1996	5.9	9.9
2001	4.7	8.1
2006	4.2	6.6
2011	5.1	7.5
2016	4.3	6.2
Men		
	Non-immigrants	Immigrants
1996	6.6	8.6
2001	5.3	7.3
2006	3.4	4.6
2011	5.5	5.8
2016	4.3	4.5

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

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

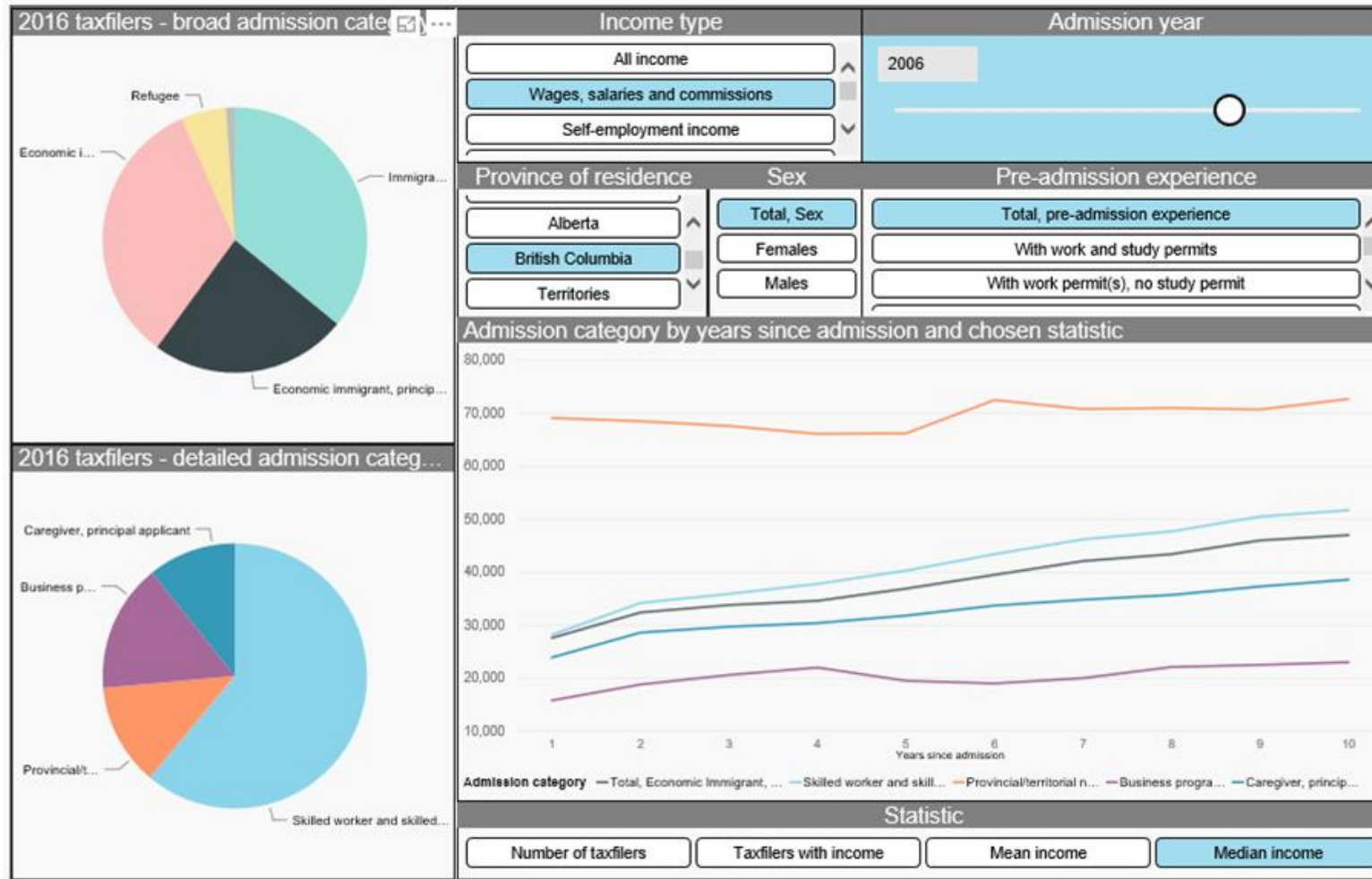


\* The adjusted rates isolate the influence of age, marital status, education, visible minority status, full-time or part-time work, the number of weeks worked in a year, and the major occupation group.

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

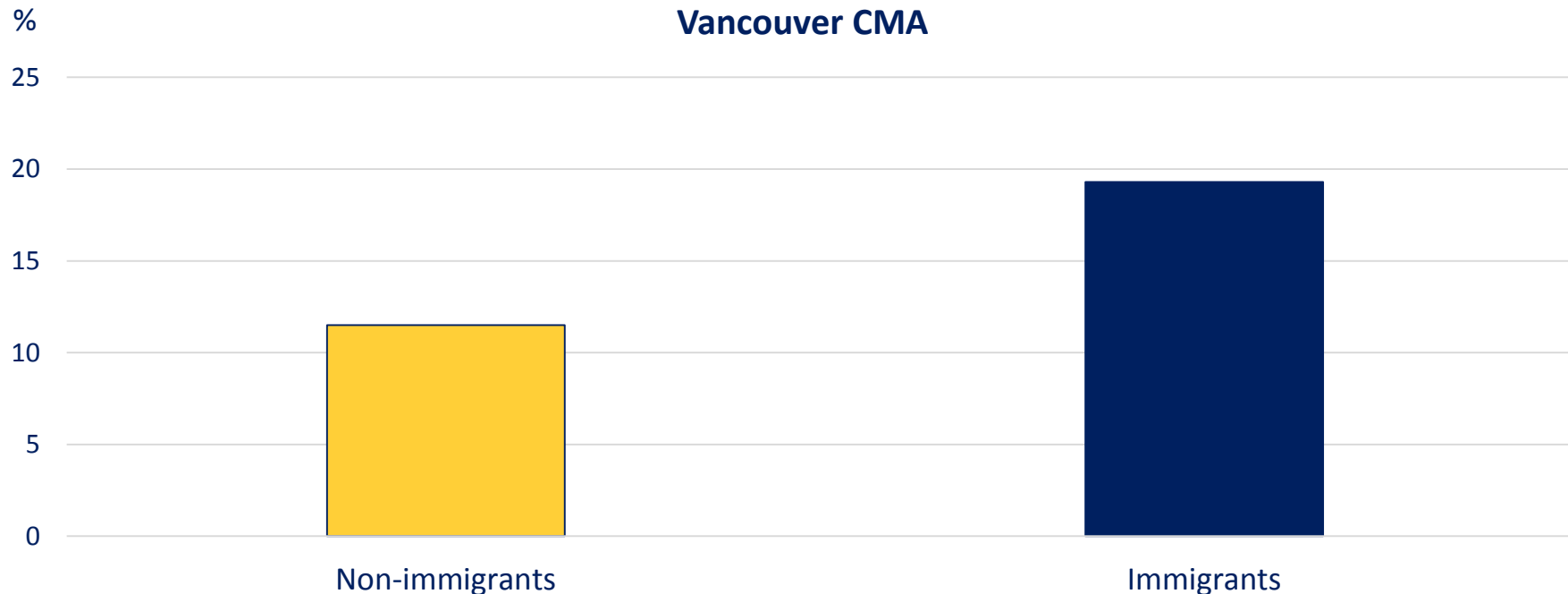


**Median wages, salaries and commissions of economic immigrants (principal applicants) in British Columbia admitted in 2006**

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

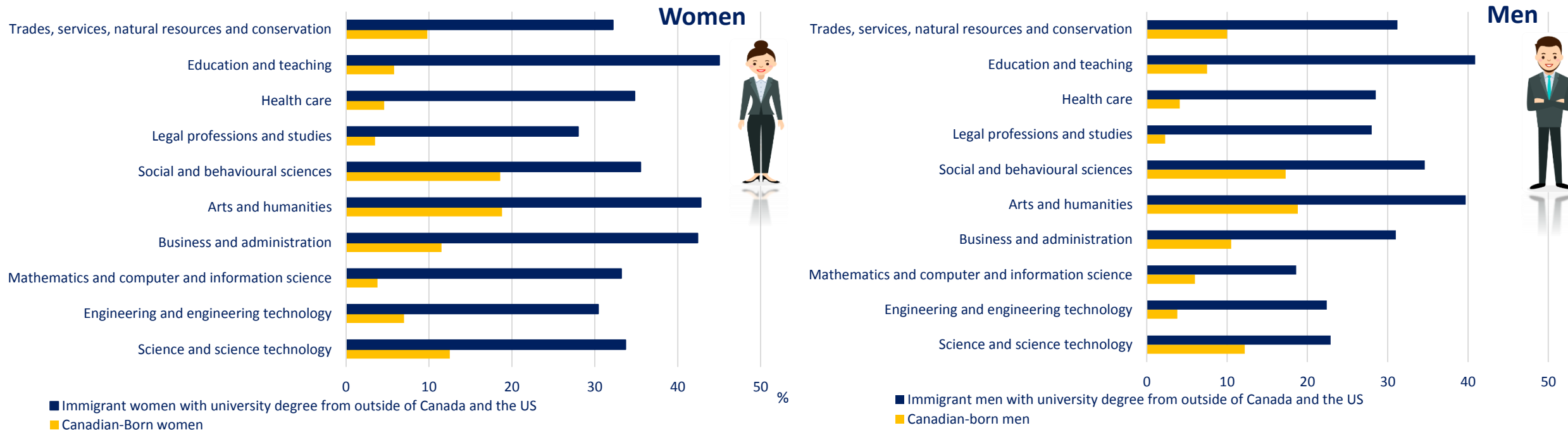
**Proportion of the population aged 25 to 54 years  
who were in low-income situation based on Market Basket Measure,  
Vancouver CMA**



Source: Statistics Canada, Census of Population, 2016.

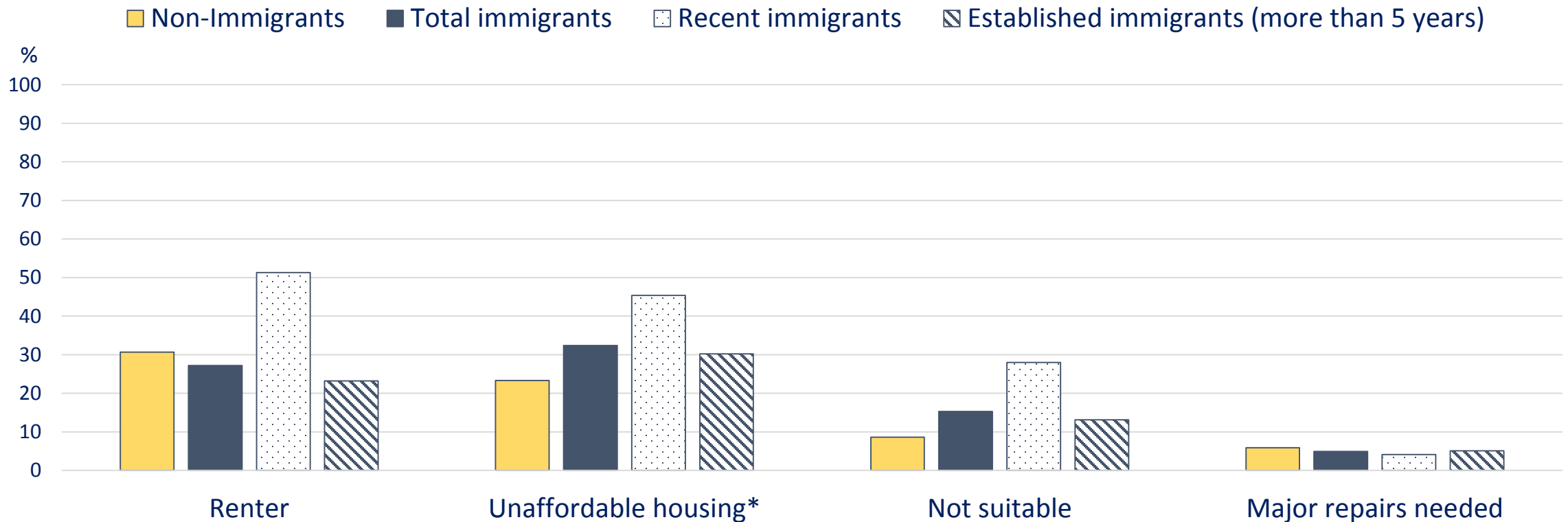
The proportion of immigrants who earned a university degree outside Canada and the United States and who have a job that requires a high school diploma or less is much higher than the proportion of Canadian-born

### Overqualification rate among workers aged 25 and over with university diploma, by field of study, CMA of Vancouver



Source: Statistique Canada, Census of Population, 2016

## Housing conditions of the population living in Vancouver CMA in 2016



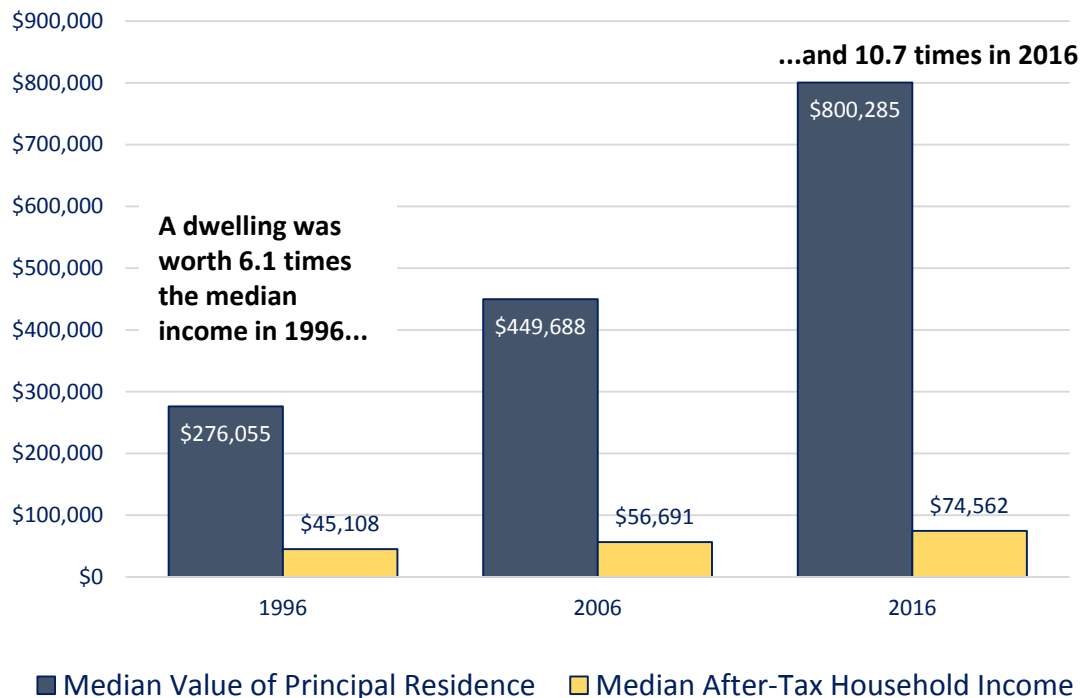
\*At least 30% of household income is dedicated to housing.

Source: Statistics Canada, Census of Population, 2016.

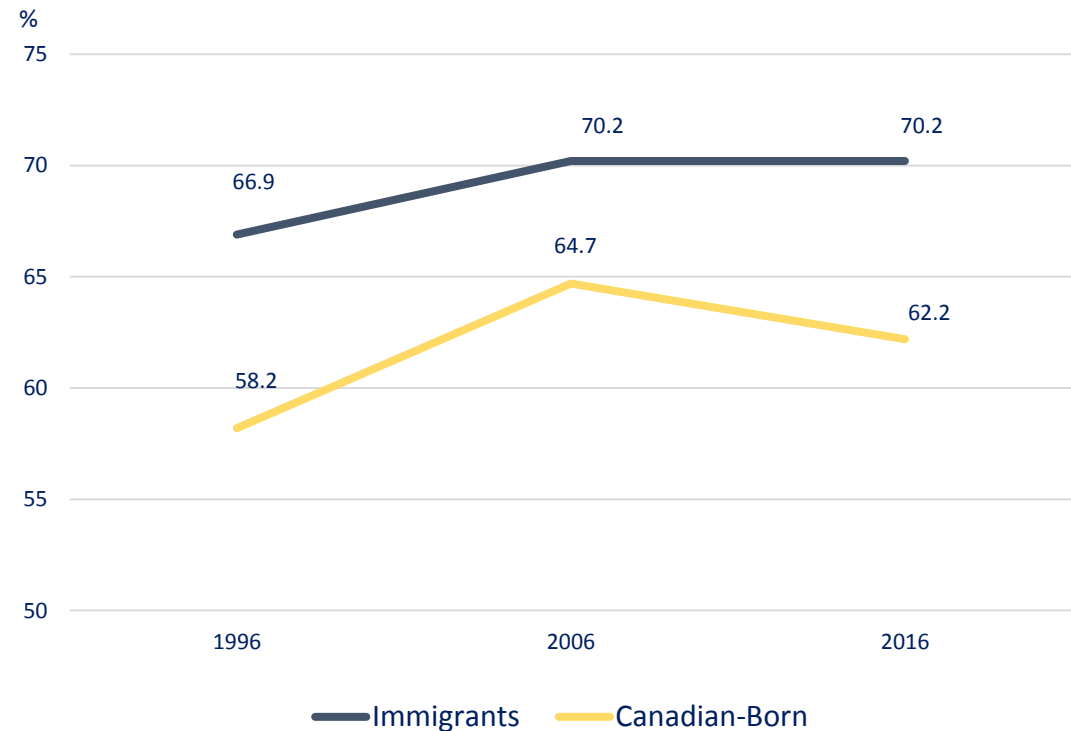


Despite home values far outstripping income growth among Vancouver households, immigrants continue to have higher rates of home ownership compared to their Canadian-born counterparts.

Median Values of Principal Residence and Household Income (Current Dollars)



Home Ownership Rate (%), Vancouver CMA



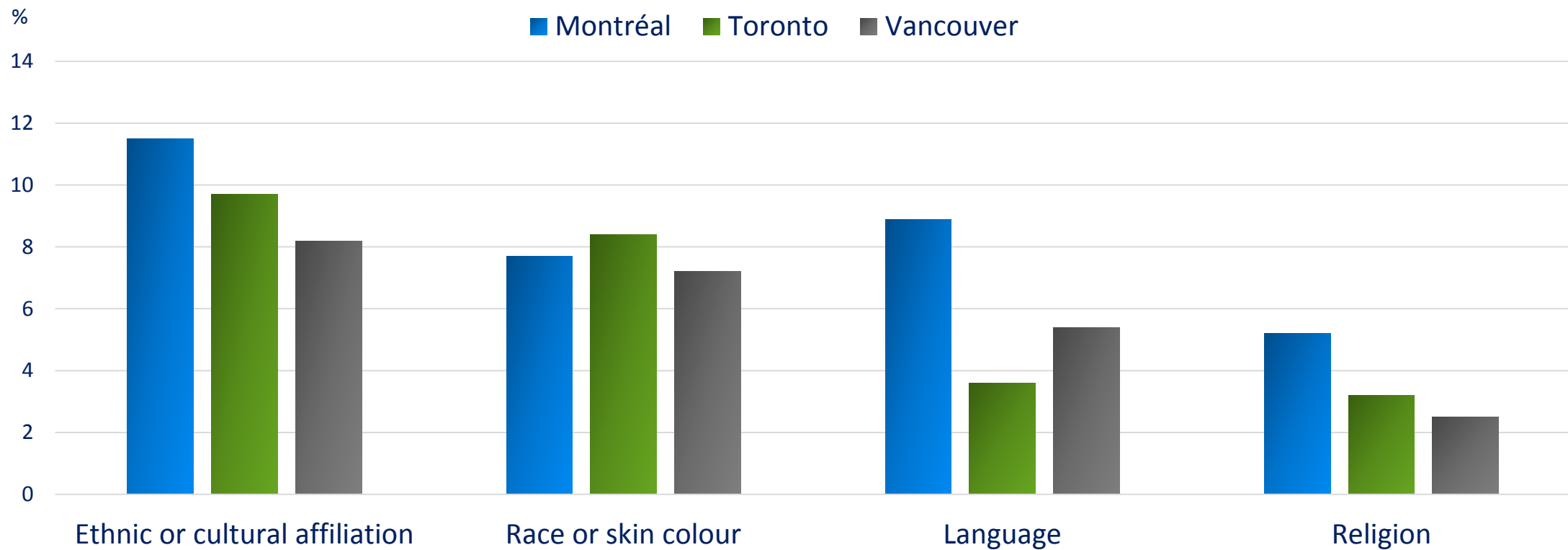
Homeownership rates and household income are reported for households headed by someone aged 25 and over. "Immigrants" refers to households headed by an immigrant. Median value of principal residence is for owner-occupied housing only.

Sources: Statistics Canada, Census of Population, 1996, 2006, 2016.



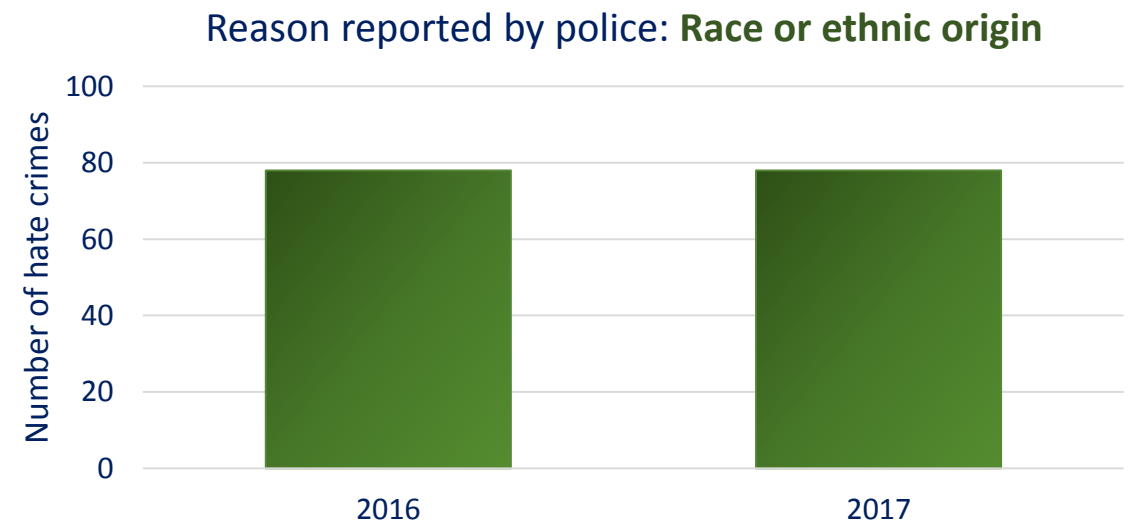
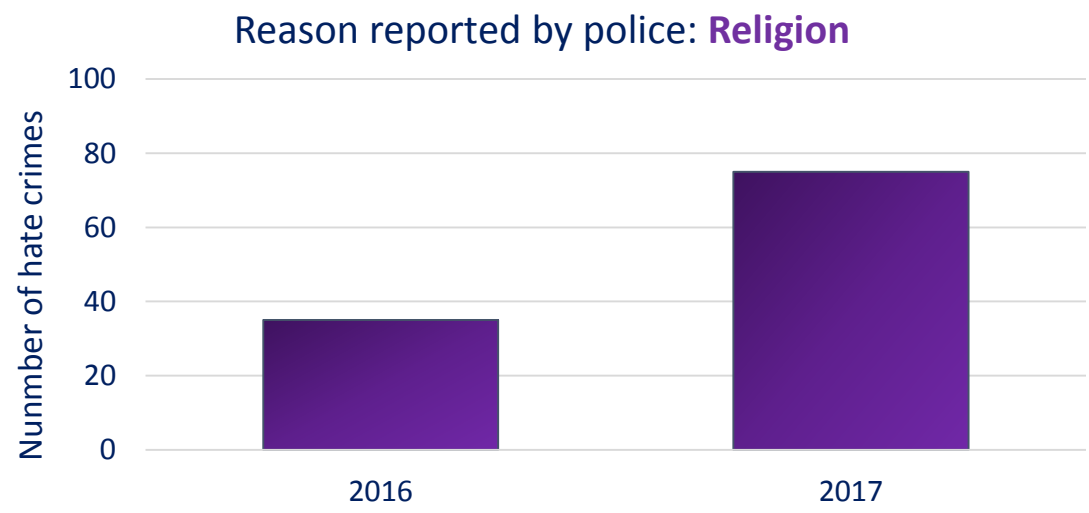
# In Vancouver, less than 1 in 6 immigrants reported experiencing discrimination or being treated unfairly in the last five years

**Reasons for discrimination mentioned by immigrants**



Source: Statistics Canada, General Social Survey (victimisation), 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 2015



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



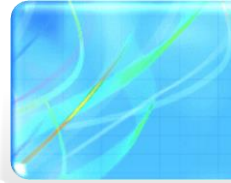
## Economic Insights

- 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?



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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](http://www.statcan.gc.ca)

