A Data Story on Ethnocultural Diversity and Inclusion
A discussion with Statistics Canada

Anil Arora, Chief Statistician of Canada
Toronto, April 29, 2019

Delivering insight through data for a better 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


- Place of birth
- Citizenship
- Year of immigration
- (Year of naturalization)
- Immigrant status
- Place of birth of parents
- (Colour)
- Origin*
- Population groups/visible minorities
- Aboriginal groups (Aboriginal identity)
- Registered or Treaty Indian status
- Membership in a First Nation or Indian band (French Canadian)
- Mother tongue
- Knowledge of official languages
- Knowledge of non-official languages
- Language spoken most often at home
- Language spoken regularly at home
- Language used most often at work
- Language used regularly at work
- Religion
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

- Natural increase
- Net international migration
- Net interprovincial migration

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

<table>
<thead>
<tr>
<th>Year</th>
<th>Number (in thousands)</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1971</td>
<td>1,707</td>
<td>22.2%</td>
</tr>
<tr>
<td>1981</td>
<td>2,016</td>
<td>23.6%</td>
</tr>
<tr>
<td>1991</td>
<td>2,369</td>
<td>23.7%</td>
</tr>
<tr>
<td>2001</td>
<td>3,024</td>
<td>26.9%</td>
</tr>
<tr>
<td>2011</td>
<td>3,611</td>
<td>28.5%</td>
</tr>
<tr>
<td>2016</td>
<td>3,852</td>
<td>29.1%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Immigrants in census metropolitan areas (CMA), Ontario, 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
<tr>
<td>Number of immigrants</td>
</tr>
<tr>
<td>----------------------</td>
</tr>
<tr>
<td>Toronto</td>
</tr>
<tr>
<td>Hamilton</td>
</tr>
<tr>
<td>Kitchener-Cambridge-Waterloo</td>
</tr>
<tr>
<td>Windsor</td>
</tr>
<tr>
<td>Ottawa-Gatineau (Ontario part)</td>
</tr>
<tr>
<td>Guelph</td>
</tr>
<tr>
<td>London</td>
</tr>
<tr>
<td>Oshawa</td>
</tr>
<tr>
<td>St. Catharine’s-Niagara</td>
</tr>
<tr>
<td>Other CMAs</td>
</tr>
<tr>
<td>Outside CMA</td>
</tr>
</tbody>
</table>

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

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

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

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

- India (69,330)
- China (58,840)
- Philippines (53,185)
- Pakistan (25,435)
- Iran (21,230)

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.
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**

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.

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.

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

Top 20 ethnic origins reported in Ontario, 2016

- Canadian
- English
- Scottish
- Irish
- French
- German
- Italian
- Chinese
- East Indian
- Dutch
- Polish
- First Nations (North American Indian)
- Ukrainian
- Filipino
- Portuguese
- British Isles origins, n.i.e.
- Jamaican
- Russian
- Welsh
- Spanish

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

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

55% of Toronto’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.
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

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

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

**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.

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.

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.

<table>
<thead>
<tr>
<th>Women</th>
<th>Non-immigrants</th>
<th>Immigrants</th>
</tr>
</thead>
<tbody>
<tr>
<td>1996</td>
<td>5.7</td>
<td>11.6</td>
</tr>
<tr>
<td>2001</td>
<td>3.8</td>
<td>7.3</td>
</tr>
<tr>
<td>2006</td>
<td>4.6</td>
<td>7.8</td>
</tr>
<tr>
<td>2011</td>
<td>5.5</td>
<td>9.3</td>
</tr>
<tr>
<td>2016</td>
<td>5.1</td>
<td>8.1</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Men</th>
<th>Non-immigrants</th>
<th>Immigrants</th>
</tr>
</thead>
<tbody>
<tr>
<td>1996</td>
<td>5.1</td>
<td>8.6</td>
</tr>
<tr>
<td>2001</td>
<td>3.2</td>
<td>5.2</td>
</tr>
<tr>
<td>2006</td>
<td>3.9</td>
<td>5.0</td>
</tr>
<tr>
<td>2011</td>
<td>5.3</td>
<td>6.6</td>
</tr>
<tr>
<td>2016</td>
<td>5.4</td>
<td>5.6</td>
</tr>
</tbody>
</table>

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

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.

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

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

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

Housing conditions for immigrants residing in Toronto CMA in 2016

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

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

Reasons for discrimination mentioned by immigrants

<table>
<thead>
<tr>
<th>Reason</th>
<th>Toronto CMA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ethnic or cultural affiliation</td>
<td>10%</td>
</tr>
<tr>
<td>Race or skin colour</td>
<td>8%</td>
</tr>
<tr>
<td>Language</td>
<td>6%</td>
</tr>
<tr>
<td>Religion</td>
<td>6%</td>
</tr>
</tbody>
</table>

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.

**Number of police-reported hate crimes in Toronto CMA**

<table>
<thead>
<tr>
<th>Year</th>
<th>Religion</th>
<th>Race or ethnic origin</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>100</td>
<td>30</td>
</tr>
<tr>
<td>2017</td>
<td>200</td>
<td>50</td>
</tr>
</tbody>
</table>

**Source:** Statistics Canada, Uniform Crime Reporting Survey.
### Most recent analytical publications related to immigration, ethnocultural diversity and inclusion

<table>
<thead>
<tr>
<th><strong>Census Program</strong></th>
<th><strong>Economic Insights</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>• Immigration and Ethnocultural Diversity, 2016 Census of Population</td>
<td></td>
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<tr>
<td>• Children with an Immigrant Background: Bridging Cultures</td>
<td></td>
</tr>
<tr>
<td>• Ethnic and Cultural Origins of Canadians: Portrait of a Rich Heritage</td>
<td></td>
</tr>
<tr>
<td>• Linguistic integration of immigrants and official language populations in Canada</td>
<td></td>
</tr>
<tr>
<td><strong>Insights on Canadian Society</strong></td>
<td><strong>The Immigrant Labour Force Analysis Series</strong></td>
</tr>
<tr>
<td>• The Labour Force in Canada and its Regions: Projection to 2036</td>
<td></td>
</tr>
<tr>
<td>• Results from the 2016 Census: Syrian Refugees who Resettled in Canada in 2015 and 2016</td>
<td></td>
</tr>
<tr>
<td>• Harassment in Canadian Workplaces</td>
<td></td>
</tr>
<tr>
<td><strong>Ethnicity, Language and Immigration Thematic Series</strong></td>
<td><strong>Health Reports</strong></td>
</tr>
<tr>
<td>• Study on International Money Transfer, 2017</td>
<td>• Healthy Immigrant Effect by Immigrant Category in Canada</td>
</tr>
<tr>
<td>• Diversity of the Black Population in Canada: An Overview</td>
<td></td>
</tr>
<tr>
<td>• Immigration and Language in Canada, 2011 and 2016</td>
<td>• Tuberculosis-related Hospital Use Among Recent Immigrants to Canada</td>
</tr>
<tr>
<td><strong>Analytical Studies Branch Research Paper Series</strong></td>
<td>• Hospitalisation Rates Among Economic Immigrants to Canada</td>
</tr>
<tr>
<td>• The Wealth of Immigrant Families in Canada</td>
<td></td>
</tr>
<tr>
<td>• Labour Market Outcomes Among Refugees to Canada</td>
<td></td>
</tr>
<tr>
<td>• Intergenerational Education Mobility and Labour Market Outcomes: Among the Second Generation of Immigrants in Canada</td>
<td></td>
</tr>
<tr>
<td><strong>Juristat</strong></td>
<td><strong>Violent Victimization and Discrimination, by Religious Affiliation in Canada, 2014</strong></td>
</tr>
<tr>
<td>• Violent Victimization and Discrimination among Visible Minority Populations, Canada, 2014</td>
<td></td>
</tr>
<tr>
<td>• Violent Victimization, Discrimination and Perception of Safety: an Immigrant Perspective, Canada, 2014</td>
<td></td>
</tr>
</tbody>
</table>

Delivering insight through data for a better Canada
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

<table>
<thead>
<tr>
<th>How to measure diversity and inclusion?</th>
</tr>
</thead>
<tbody>
<tr>
<td>How to take into account the fluidity and complexity of identities, ethnicities and multiple backgrounds of the population?</td>
</tr>
<tr>
<td>What are the current needs and emerging issues?</td>
</tr>
</tbody>
</table>
Looking to the future

Ongoing identification of data needs

Ongoing consultation on ...
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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
Looking to the future

Ongoing identification of data needs

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  - Data integration
  - Other approaches

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
THANK YOU!
For more information, visit www.statcan.gc.ca