

Canada's Visible Minorities: 1967 - 2017

Andrew Cardozo
and
Ravi Pendakur

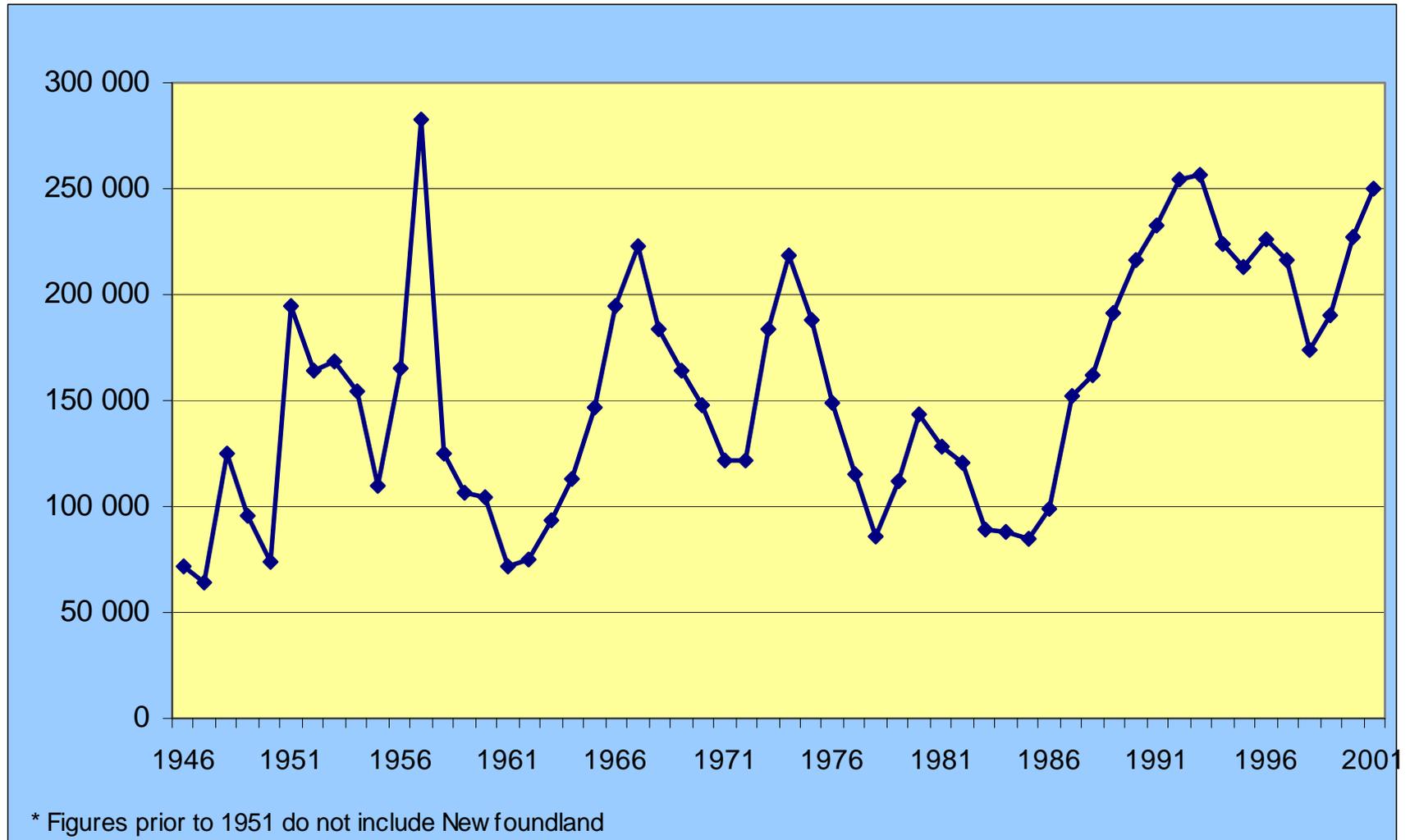
Introduction

- Introductory remarks
- Demographic overview
- Labour market outcomes
- Policy initiatives
- Some defining moments
- Demographic projections – 2017
- Issues for the future

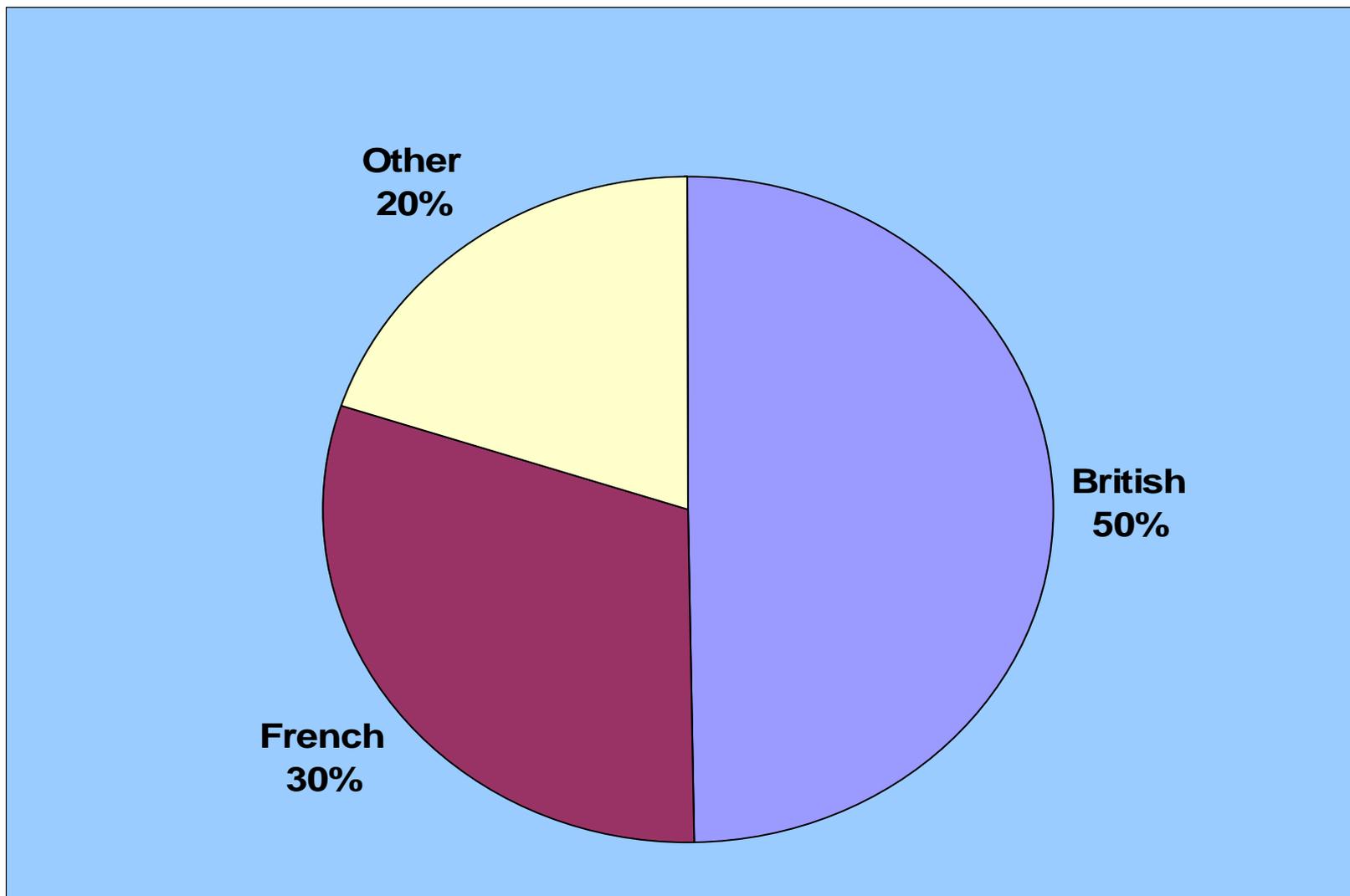
Introductory remarks

- Canadian society has evolved over the past half century and will continue to do so over the next half century.
- Governments have brought in policies to manage and respond to changing demographic characteristics
- There is substantial evidence to suggest that visible minorities face inequality in different facets of life.
- The visible minority population could double over the period 2001 to 2017.....what are the implications?

Immigrant intake, Canada, 1946-2001

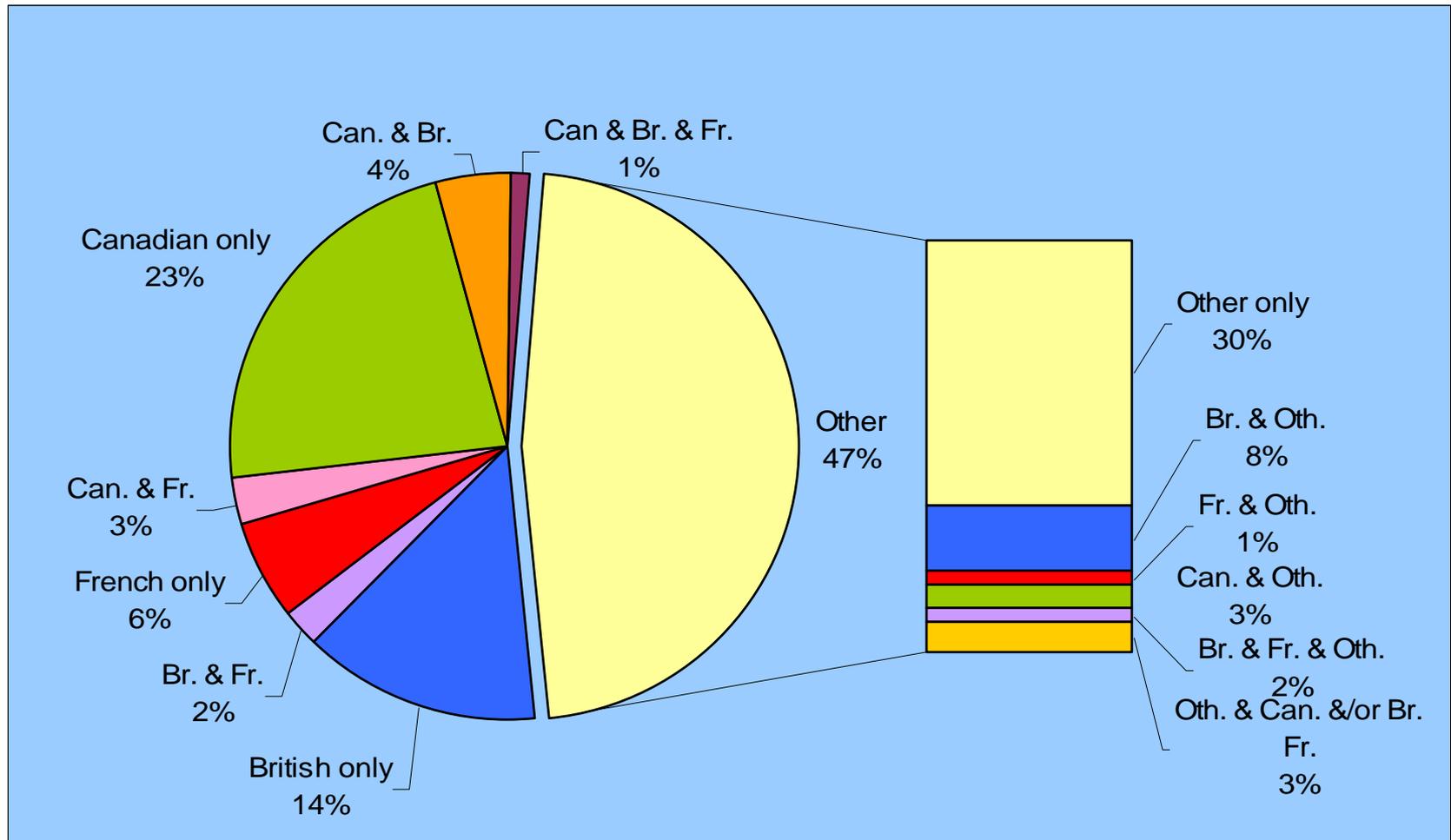


Ethnic origin, Canada, 1941



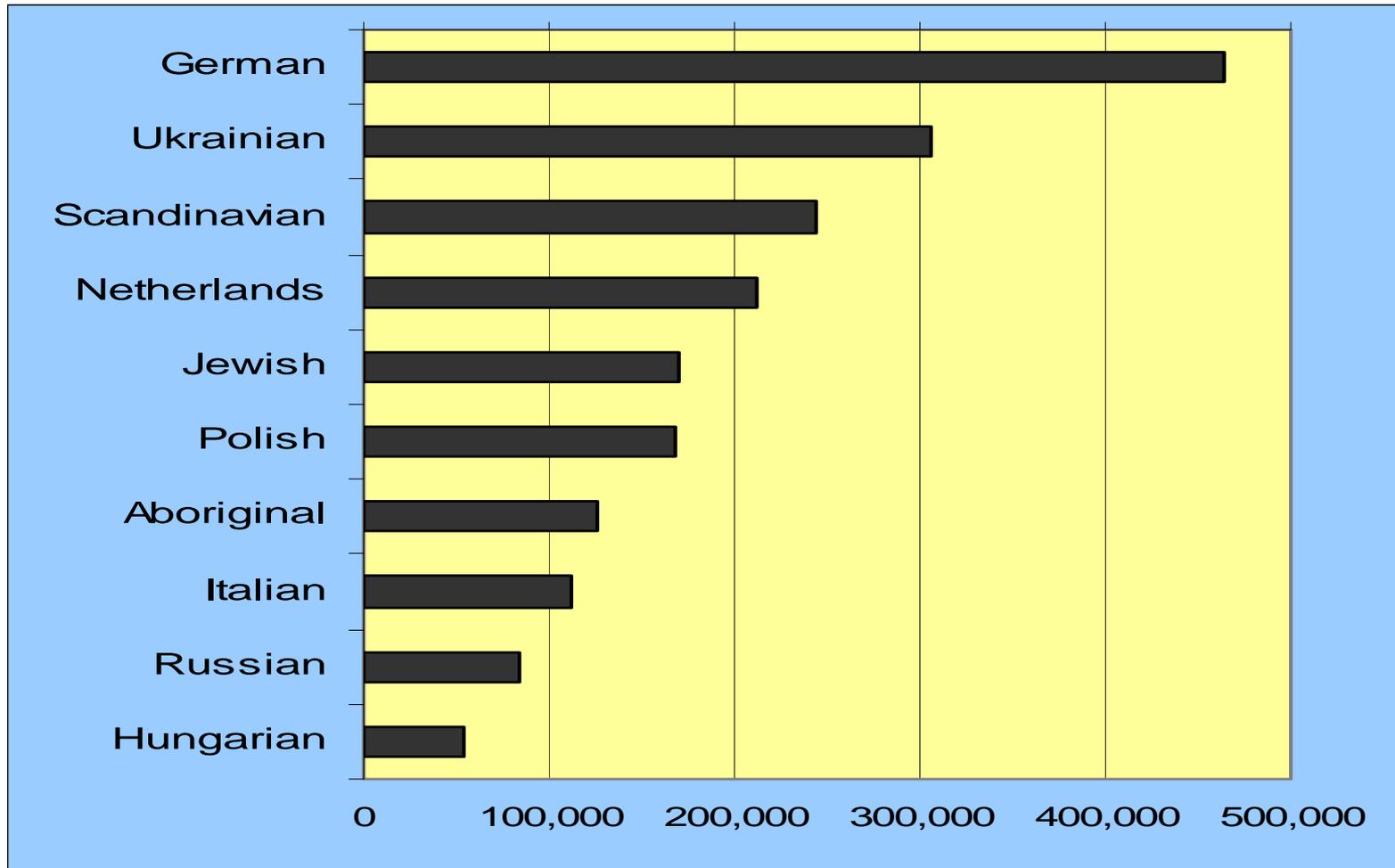
Source: 1941 Census of Canada

Ethnic origin, Canada, 2001



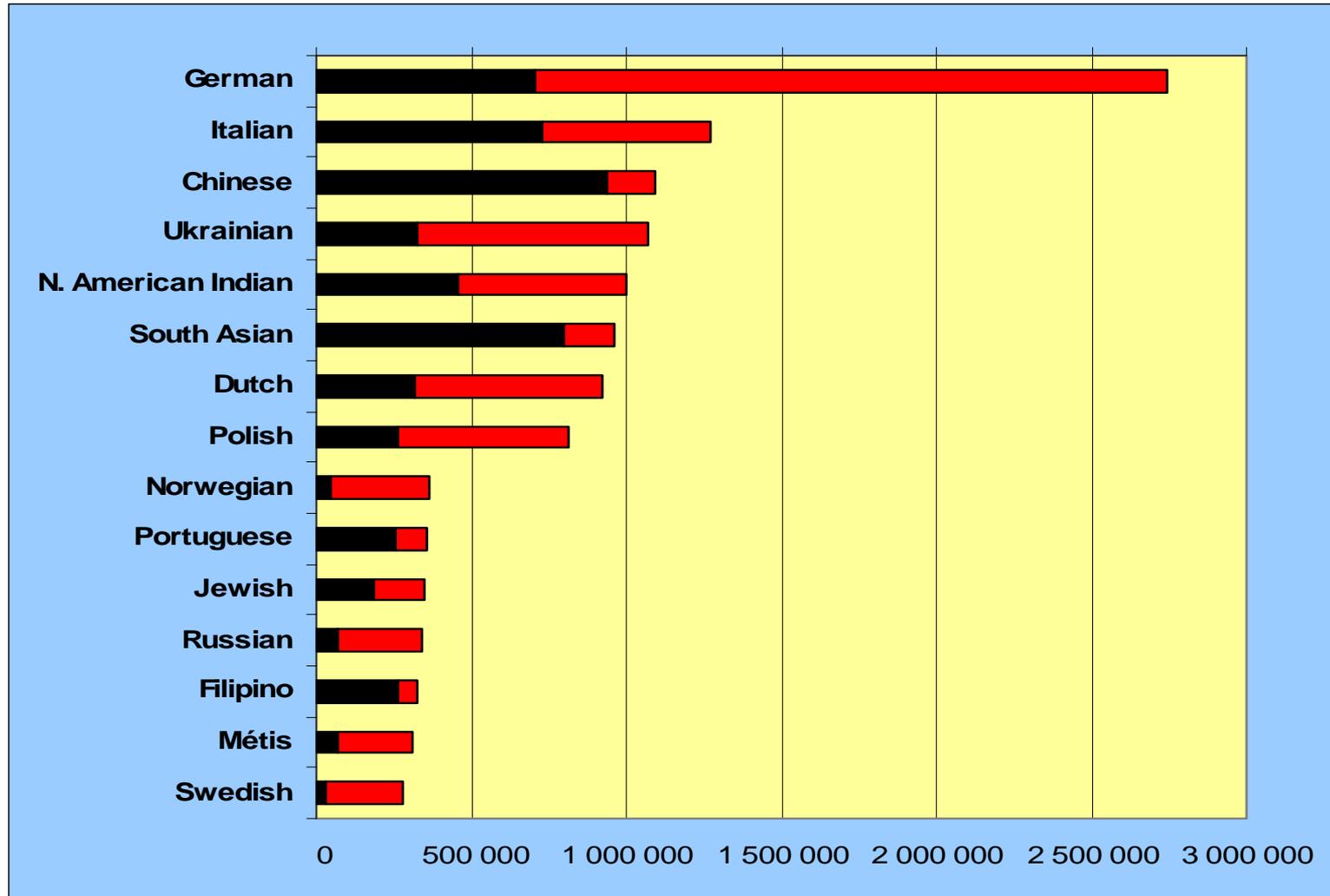
Source: 2001 Census of Canada

Most frequently reported ethnic origins other than British or French, Canada, 1941



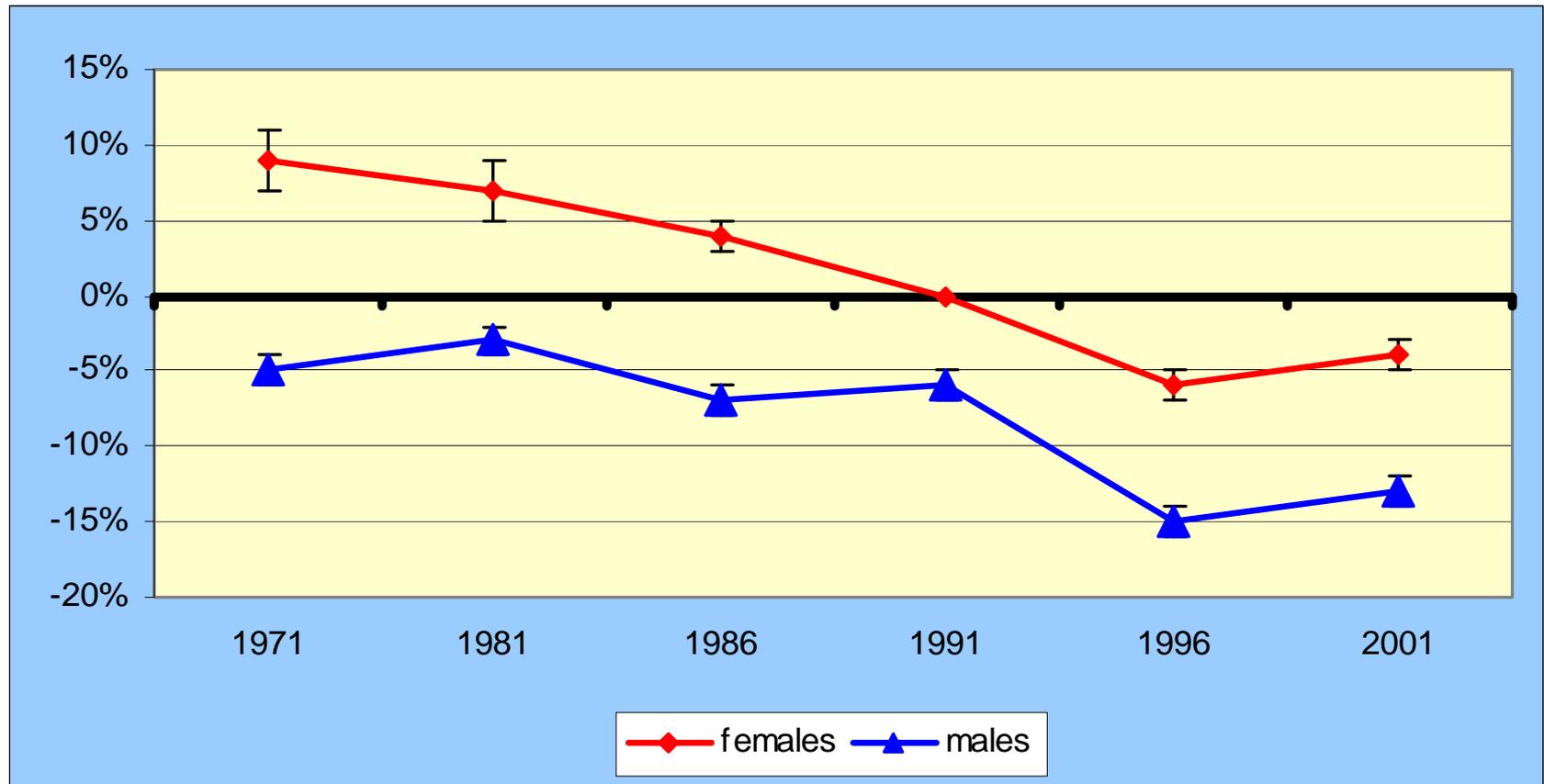
Source: 1941 Census of Canada

Most frequently reported ethnic origins other than British, French or Canadian, 2001



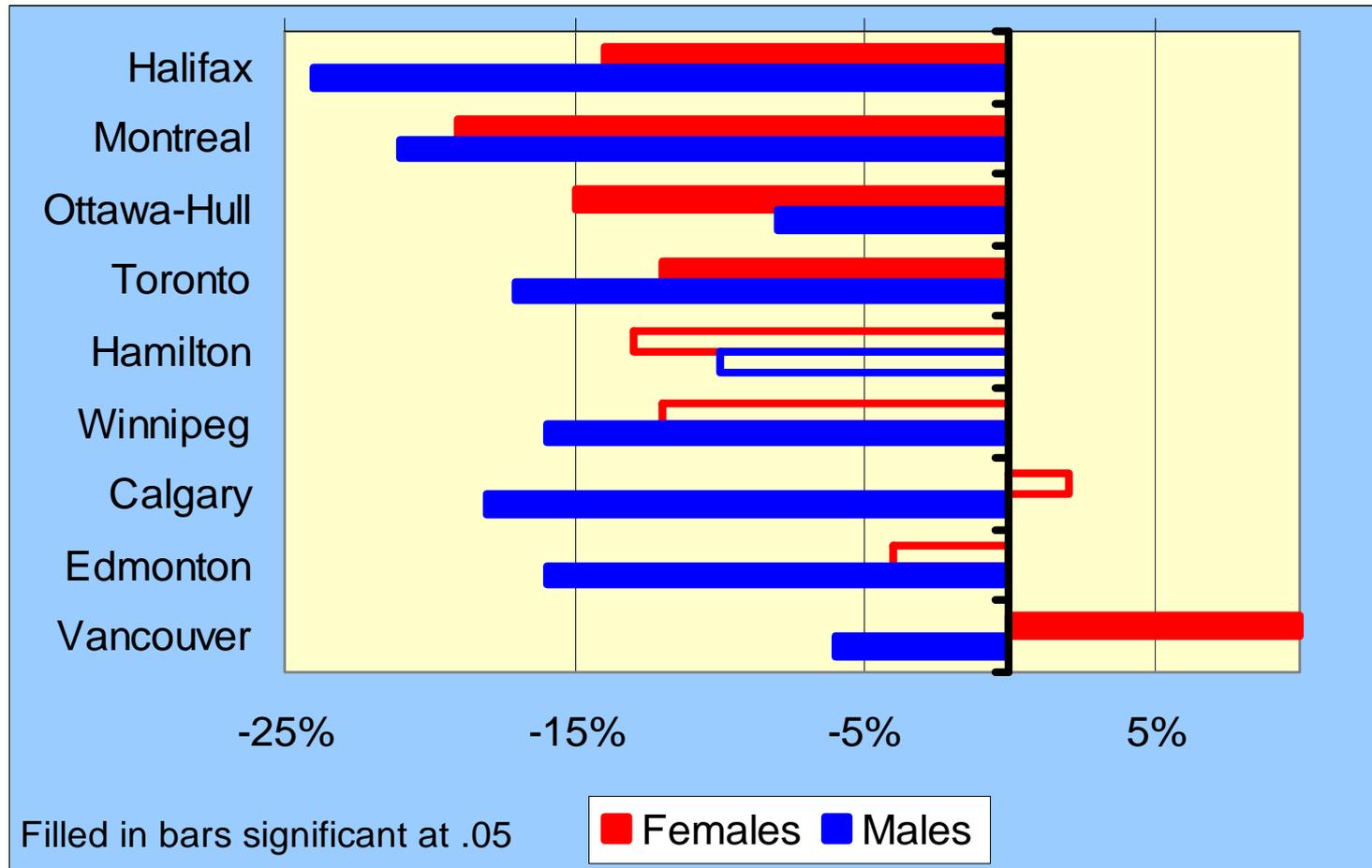
Source: 2001 Census of Canada

Mean earnings disparity, Visible Minorities born in Canada vs Whites born in Canada, 1971 - 2001

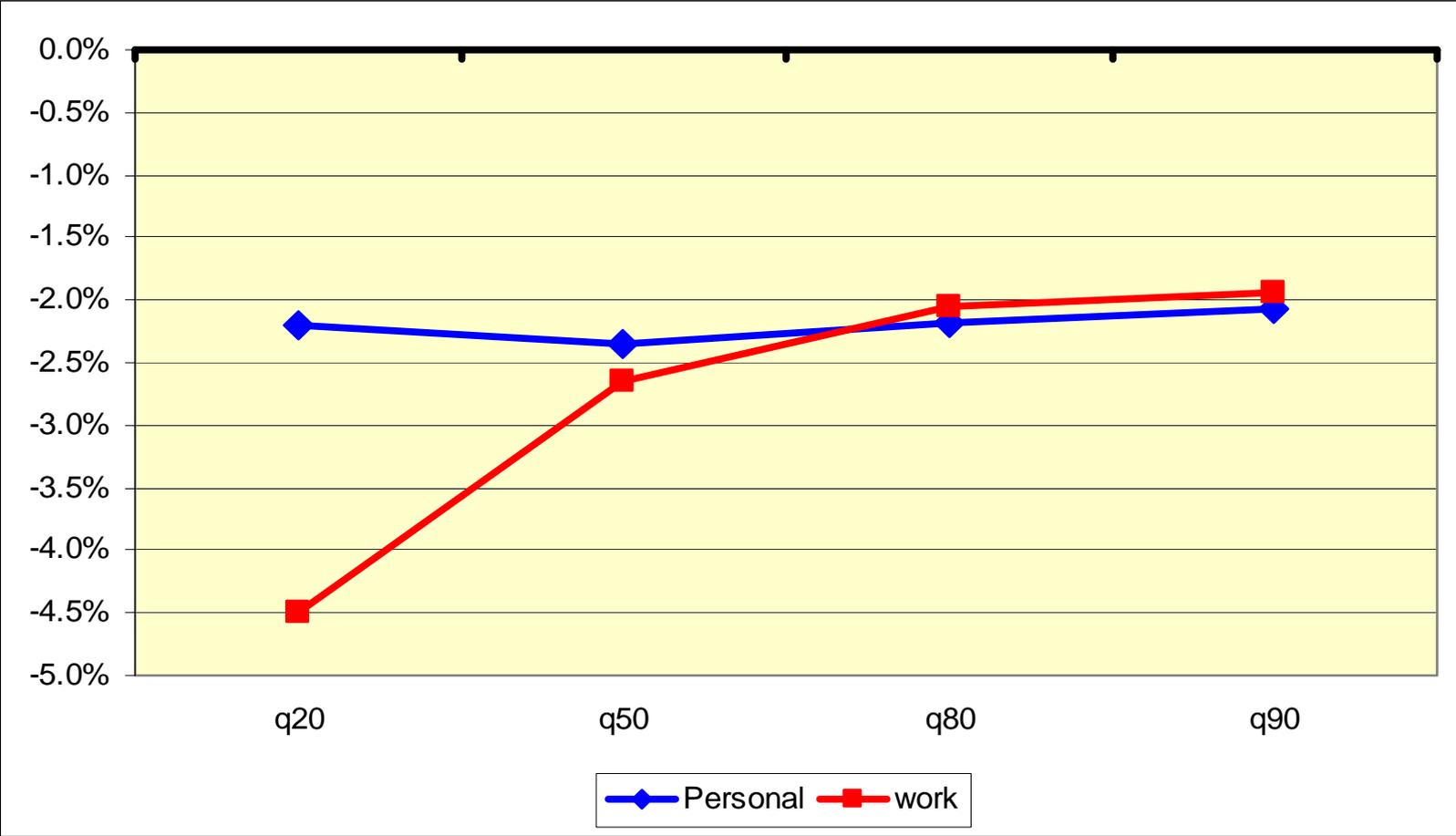


Results from regressions which include age, education, official language knowledge, marital status, household size and city of residence (from Pendakur and Pendakur, 2007).

Mean earnings differential, Visible Minorities born in Canada vs Whites born selected CMAs 1996

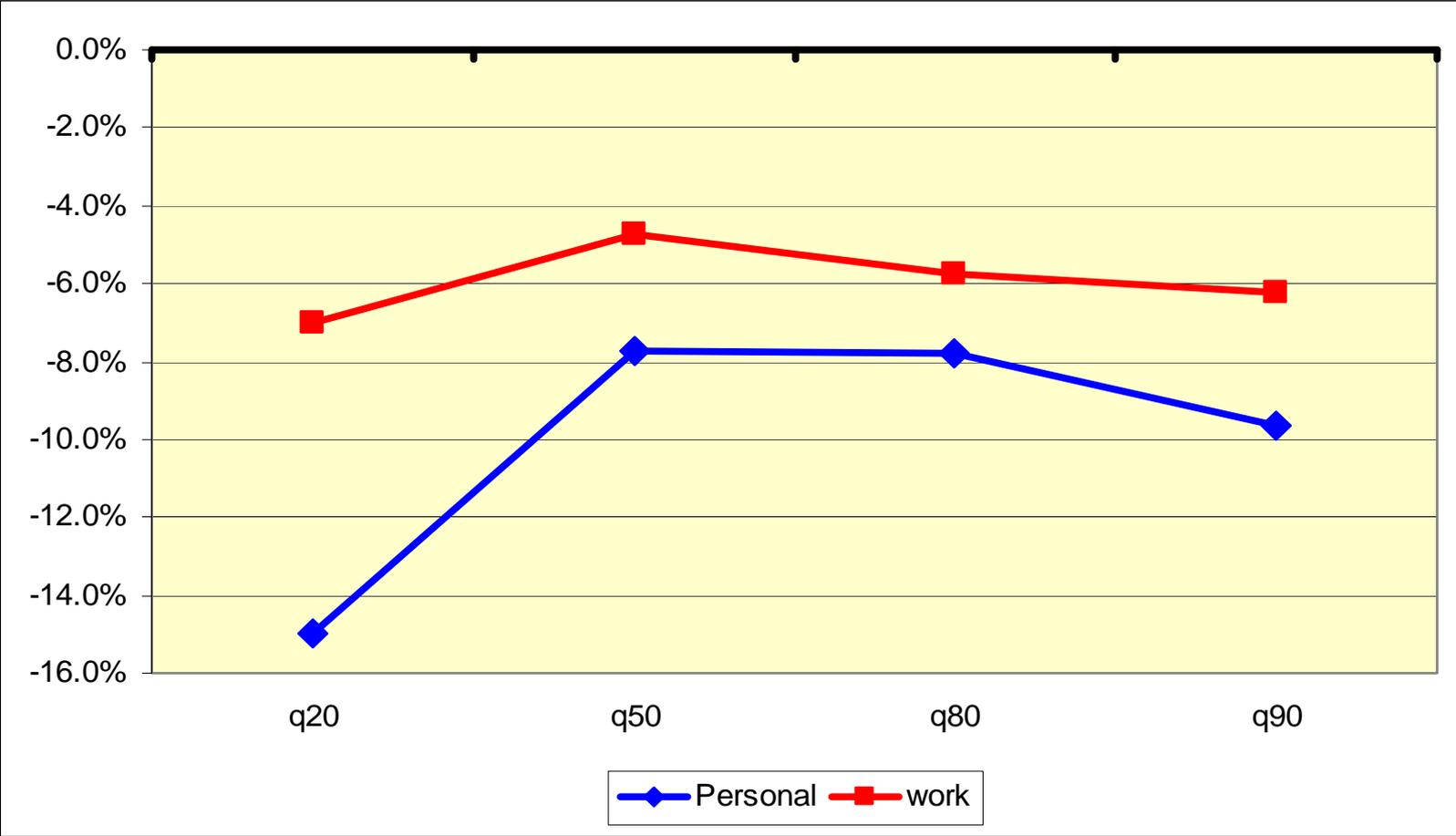


Earnings differentials, by quantile, Visible minority vs white females, Canada 2001



Results from regressions which include age, education, official language knowledge, marital status, household size and city of residence (from Pendakur and Pendakur, 2007).

Earnings differentials, by quantile, Visible minority vs white males, Canada 2001



Results from regressions which include age, education, official language knowledge, marital status, household size and city of residence (from Pendakur and Pendakur, 2007).

Summary – labour force gaps

- Visible minorities, even those born in Canada, earn less than majority workers with similar characteristics.
- The earnings differentials faced by visible minorities are persistent over time.
- The earnings gap is often worse at the bottom of the distribution.
- The gap is very different by gender.
 - Visible minority women do not face the same magnitude of earnings discrimination as do men.

Policy Initiatives

- The Canadian Bill of Rights (1960)
- The Canadian Human Rights Act (1969)
- Multiculturalism Policy (1971)
- Canadian Charter of Rights and Freedoms (1982)
- Employment Equity (1986)
- The Canadian Multiculturalism Act (1988)
- Provincial initiatives

Multiculturalism Policy

- Multiculturalism Policy announced in House of Commons (October 8, 1971)
 - Advancement of the diversity of cultures
 - Advancement of equality (anti-racism)
 - Promoting inter-cultural understanding
 - Integration of immigrants

Charter of Rights

- Clauses addressed:
 - (2) Religious freedom
 - (15.1) Equality rights (1985)
 - (15.2) Affirmative action/corrective policies (1985)
 - (27) Multicultural heritage to be respected

Canadian Multiculturalism Act

- Gave the policy a legislative basis
 - Equitable employment practices
 - Civic participation
 - Cross-cultural understanding
 - Statistical data on diversity
 - Making use of multi-lingual skills
 - Respecting diversity

Provincial policies

- Specific legislation in B.C., Alberta, Saskatchewan, Manitoba, Quebec, Nova Scotia
- Related laws or policies in Ontario, New Brunswick, P.E.I. and Newfoundland and Labrador

Defining moments (*selected*)

- The Canadian Charter of Rights and Freedoms
- Turbans in the RCMP / in the Legions
- Adoption of Sharia Law in Ontario
- Redress of past injustices
- Herouxville

Visible Minorities in 2017

- Demographics
- Religious diversity
- Foreign policy issues
- Reasonable Accommodation

2017

Growth of the Visible Minority Population:

- Between 6.3 and 8.5 million visible minority persons in 2017 (19% to 23% of total population).
- 22% of Canada's population will be immigrants.
- Roughly half the visible minority population will be either South Asian or Chinese origin

Age structure of the visible minority population

- Visible minorities will be younger (on average) than the rest of the population.

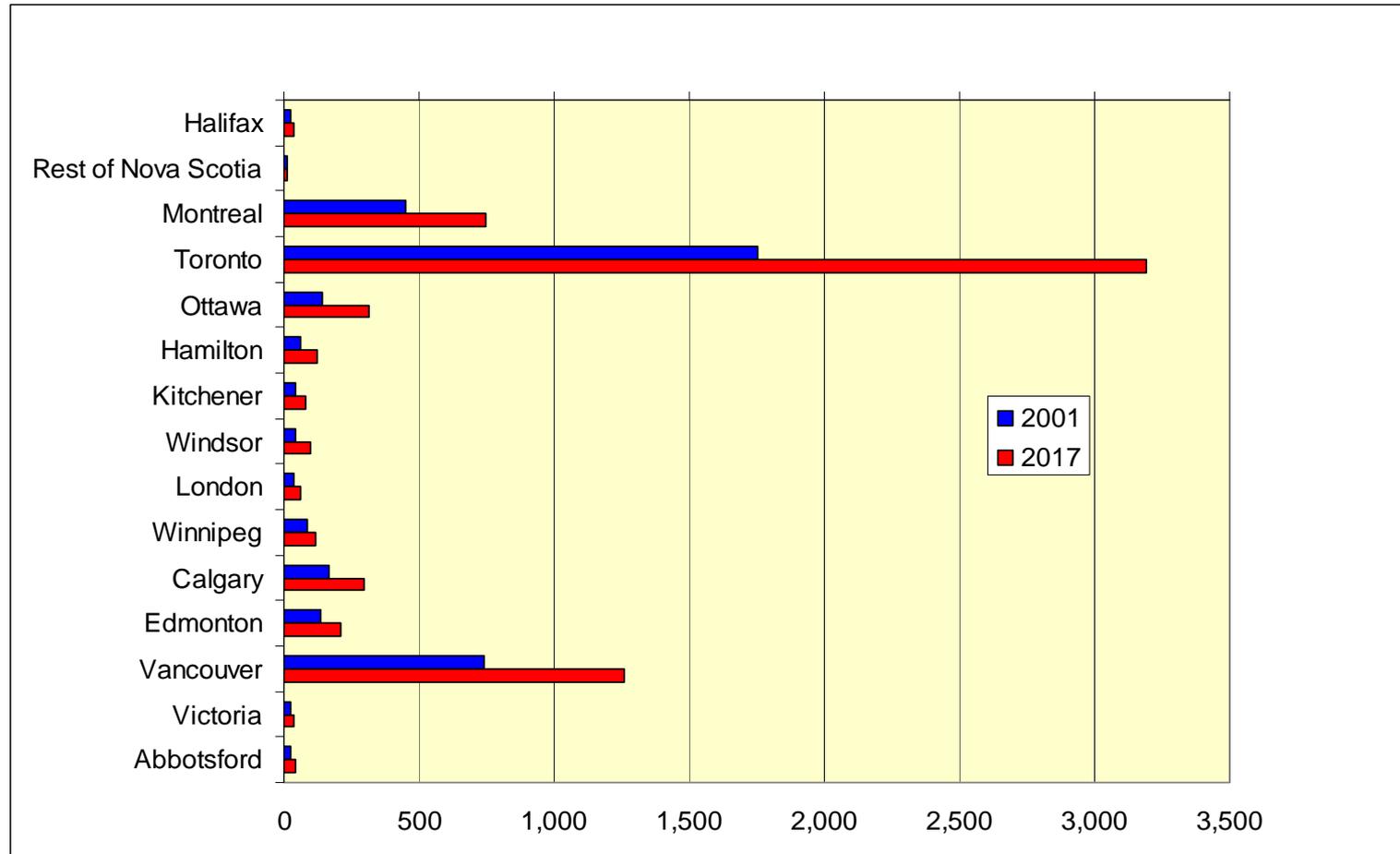
Provincial distribution

- $\frac{3}{4}$ of the visible minority population will live in Ontario and British Columbia.
- Almost $\frac{1}{3}$ rd of the BC population will be a member of a visible minority group

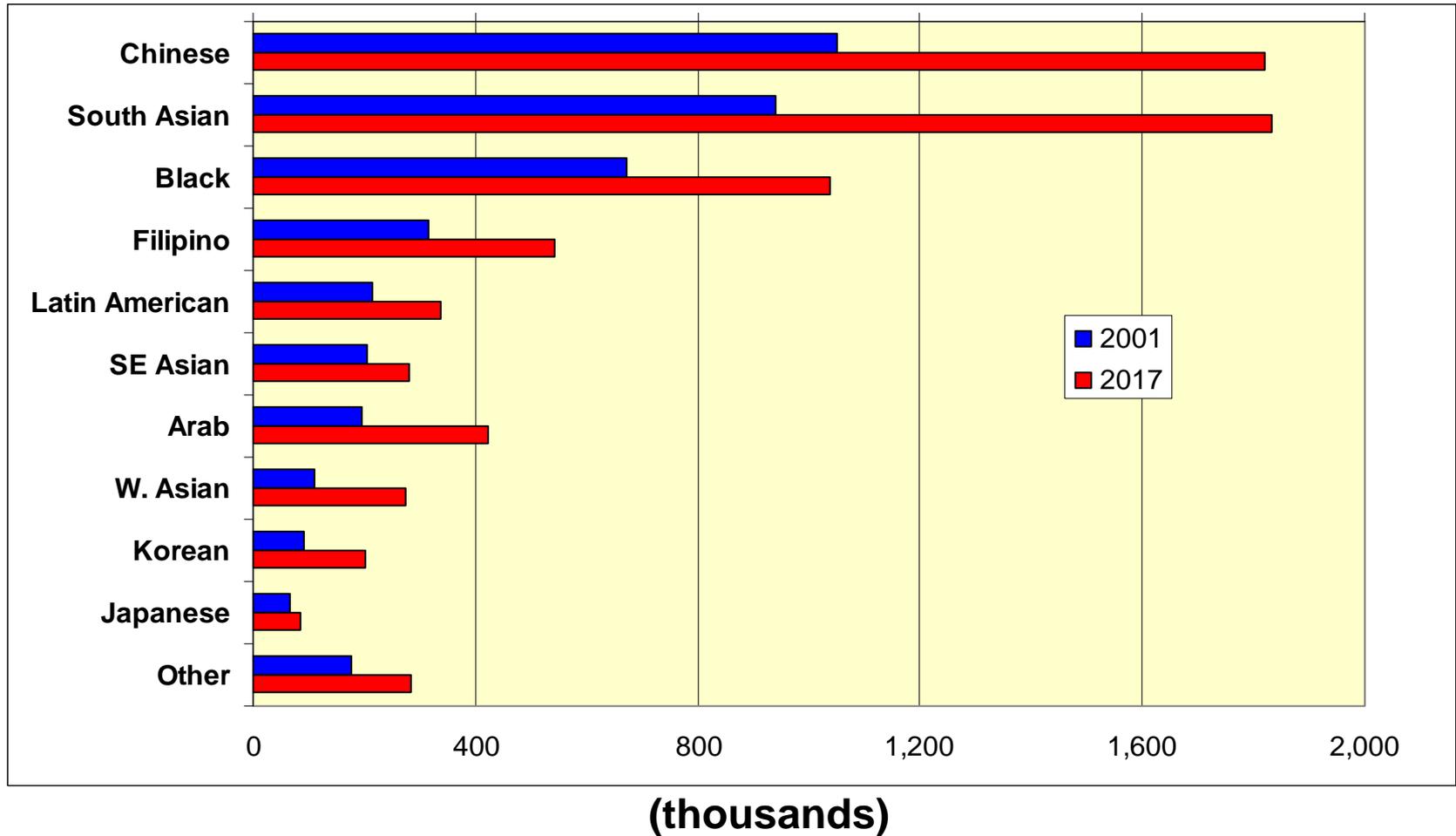
The Census Metropolitan Areas:

- Almost $\frac{3}{4}$ of visible minority persons will be in Toronto, Vancouver or Montreal
- More than half the population of Toronto and Vancouver will be visible minority.
- Almost $\frac{1}{2}$ of Vancouver's visible minority population will be Chinese.

Visible Minority Population, Selected CMAs, 2001 & 2017



Visible Minority Groups, 2001 & 2017



Religious diversity

- Religious controversies are likely to continue
- Some will be related to geo-political issues
- Some issues will be related to liberal versus traditional values

Foreign affairs

- As communities grow their impact on Canadian foreign policy will also likely increase.
- Will require balancing interest group views with broader government interests.

Reasonable accommodation

- The report of the commission on reasonable accommodation in Quebec will be instructive federally and provincially.

Conclusions

- The last 50 years have witnessed substantial social, demographic, economic and cultural change. The next 50 will likely witness the same degree of change.
- What does it mean to be Canadian?
- What is reasonable accommodation?
- Are existing policies up to the task ahead?
- Whither 2067?