

A stylized map of Canada is in the background, with provinces and territories colored in various shades of purple, teal, and brown. The map is semi-transparent, allowing the text to be overlaid.

MULTICULTURALISM IN CANADA

Evidence and Anecdote

ANDREW GRIFFITH

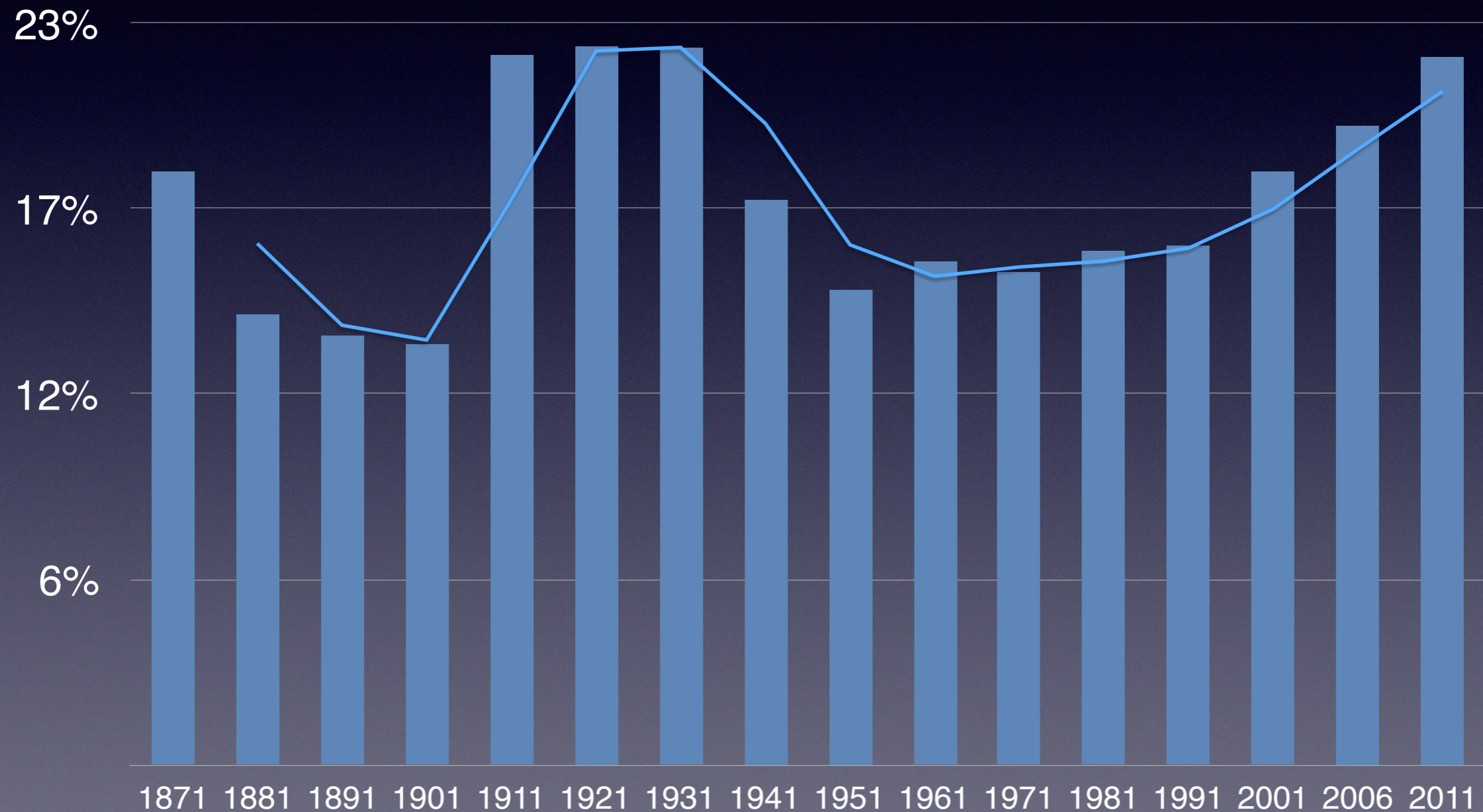
Purpose

- Provide integrated view of multiculturalism
 - Demographic, economic, social, political
 - Latest data available
 - Set out issues and implications
- Data sources
 - 2011 National Household Survey, Citizenship & Immigration operational stats, employment equity reports, political representation

Diversity within Diversity

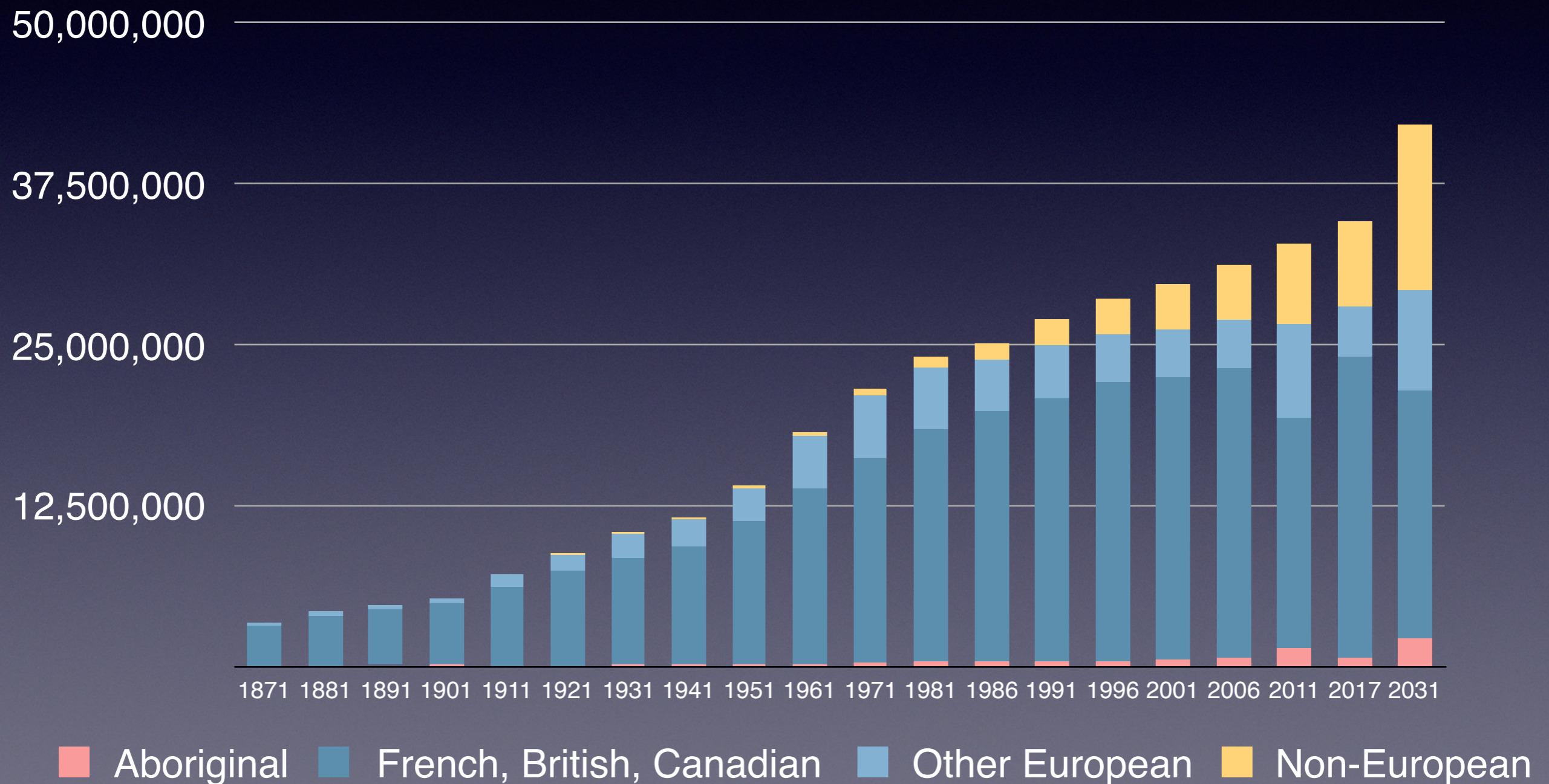
A Country of Immigrants

Percentage Foreign-Born

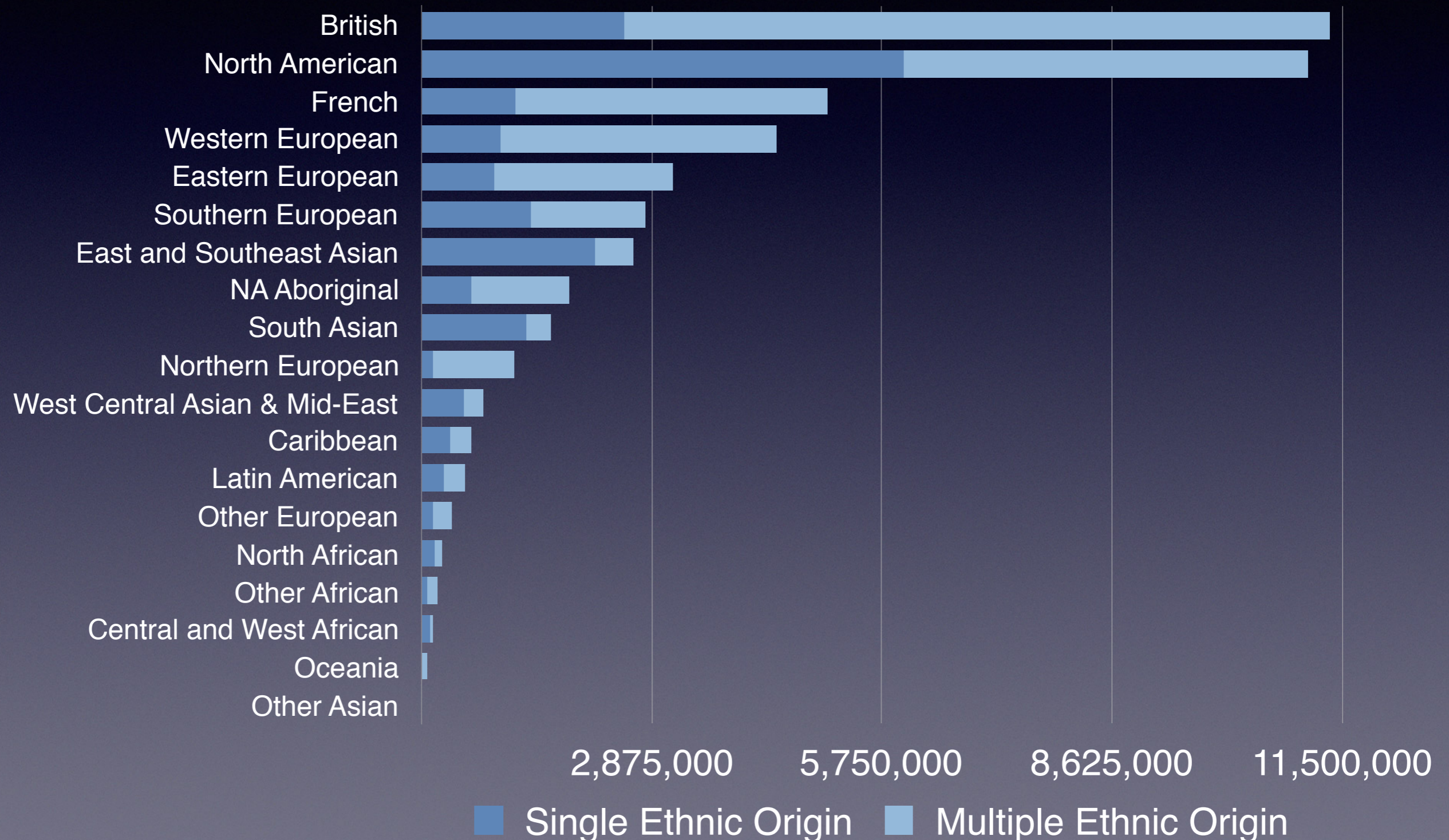


Changing Diversity

Single and Multiple Ethnic Origins

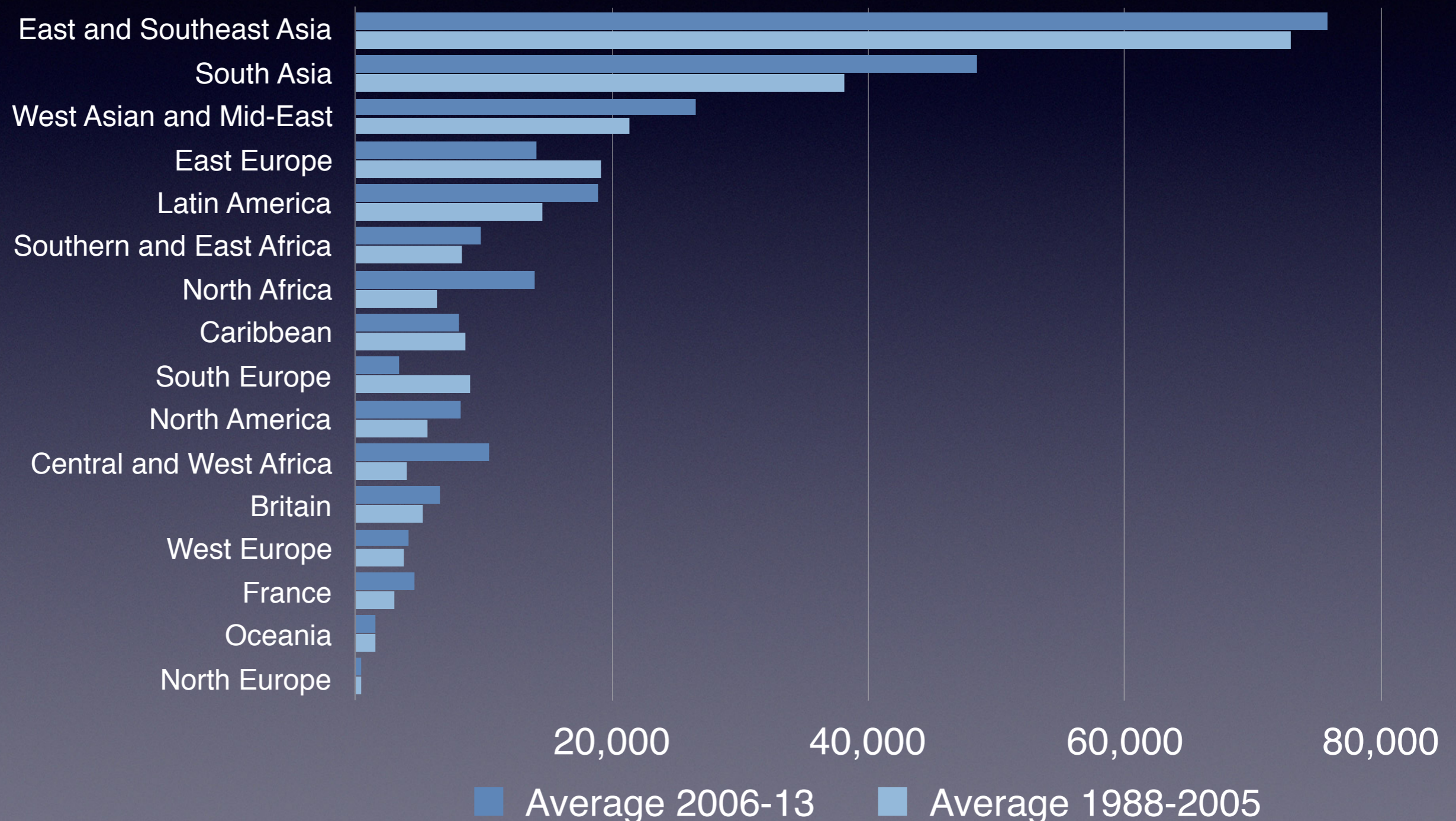


Dominant European Ancestry



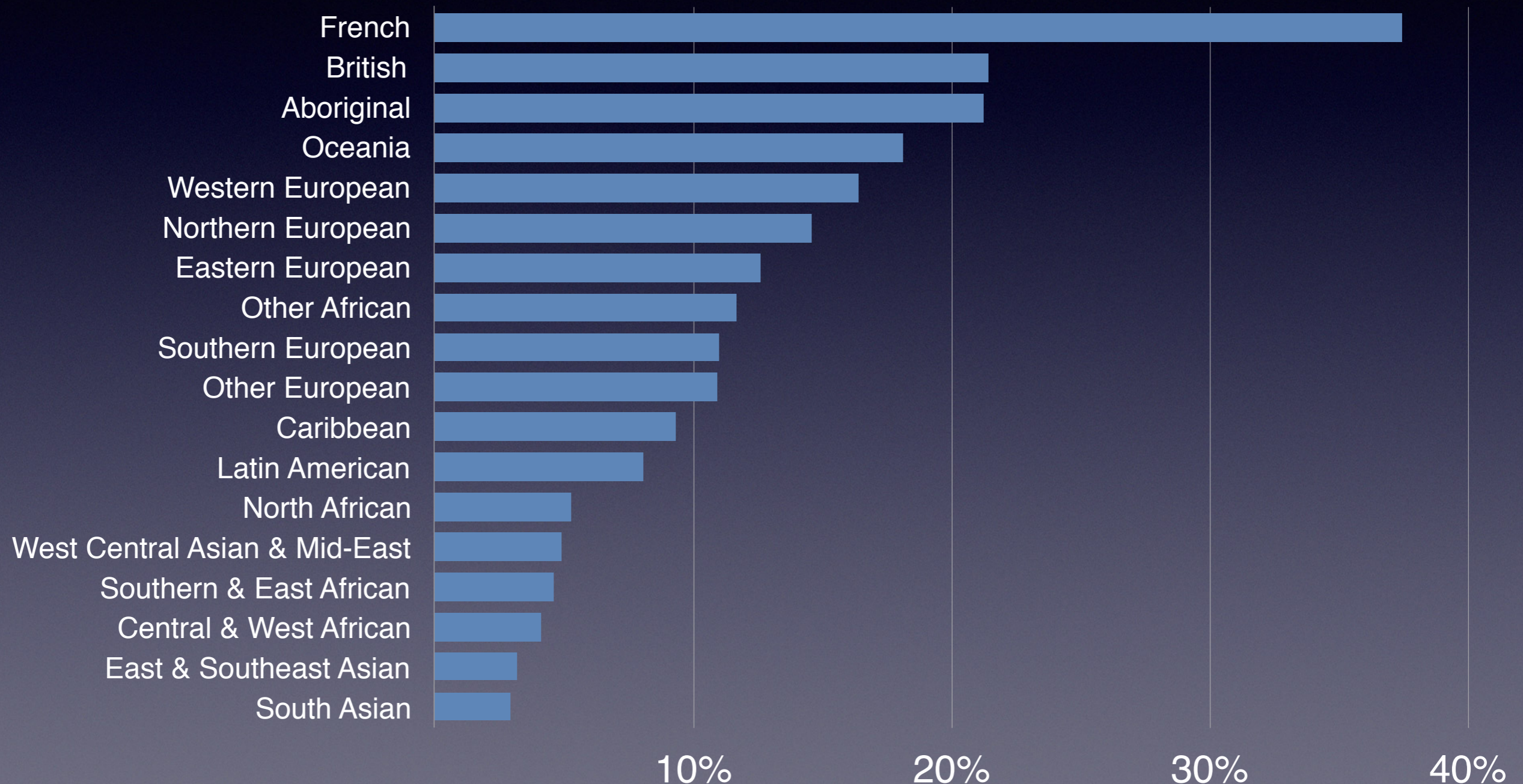
Immigration Trends

Last 25 years — Country of Birth



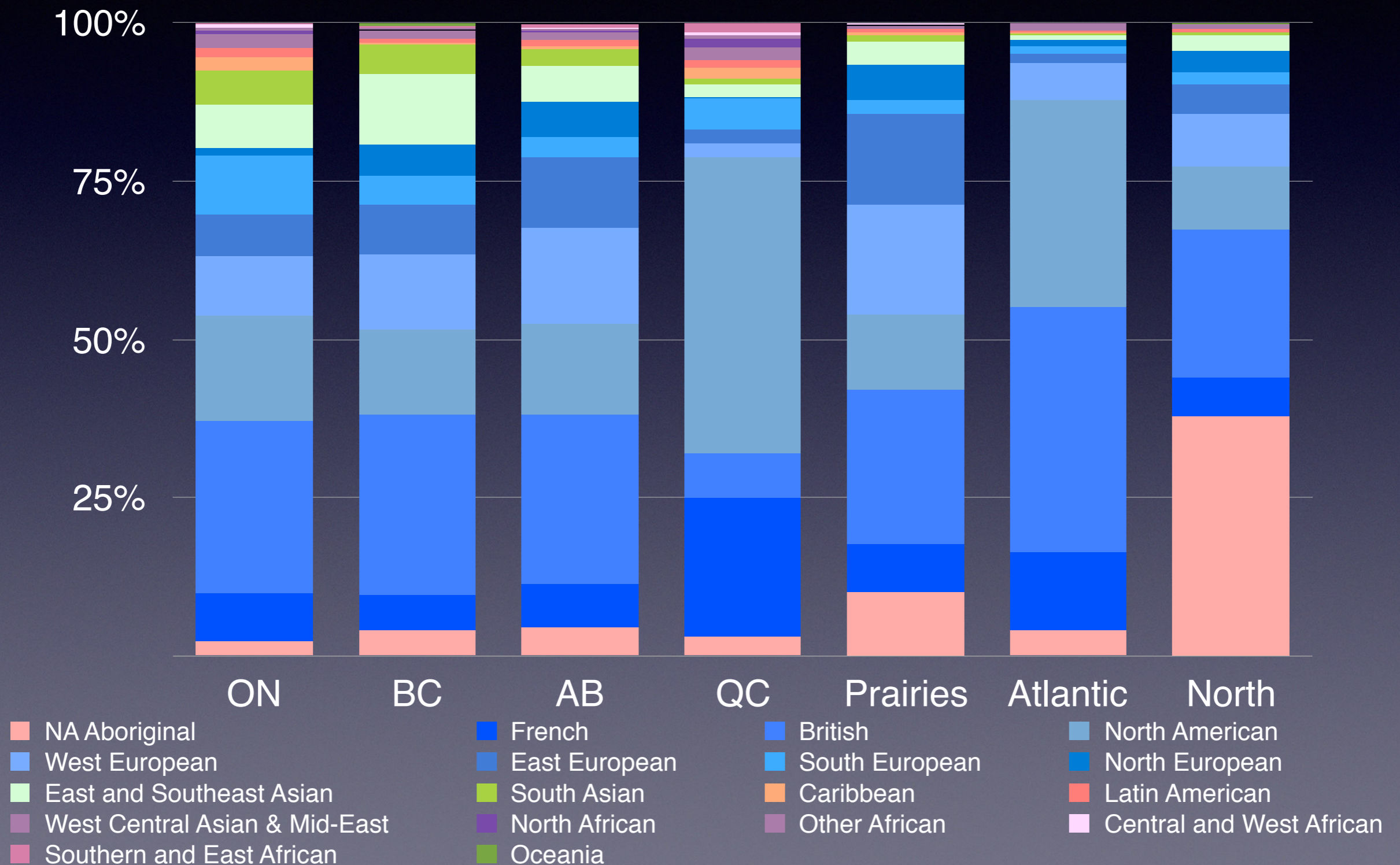
Canadian Ancestry

Those with Canadian and other ethnic origins

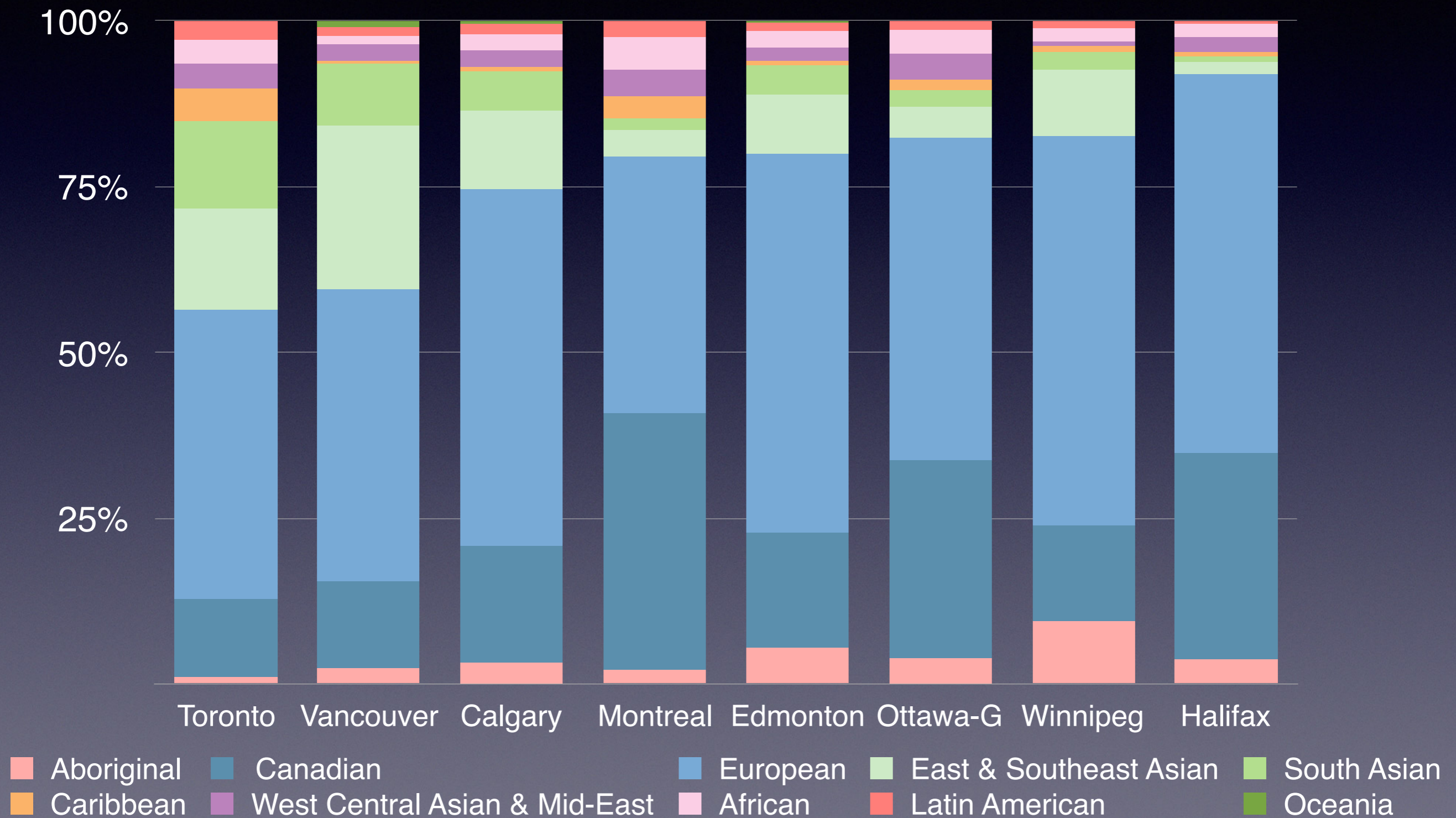


Provinces differ

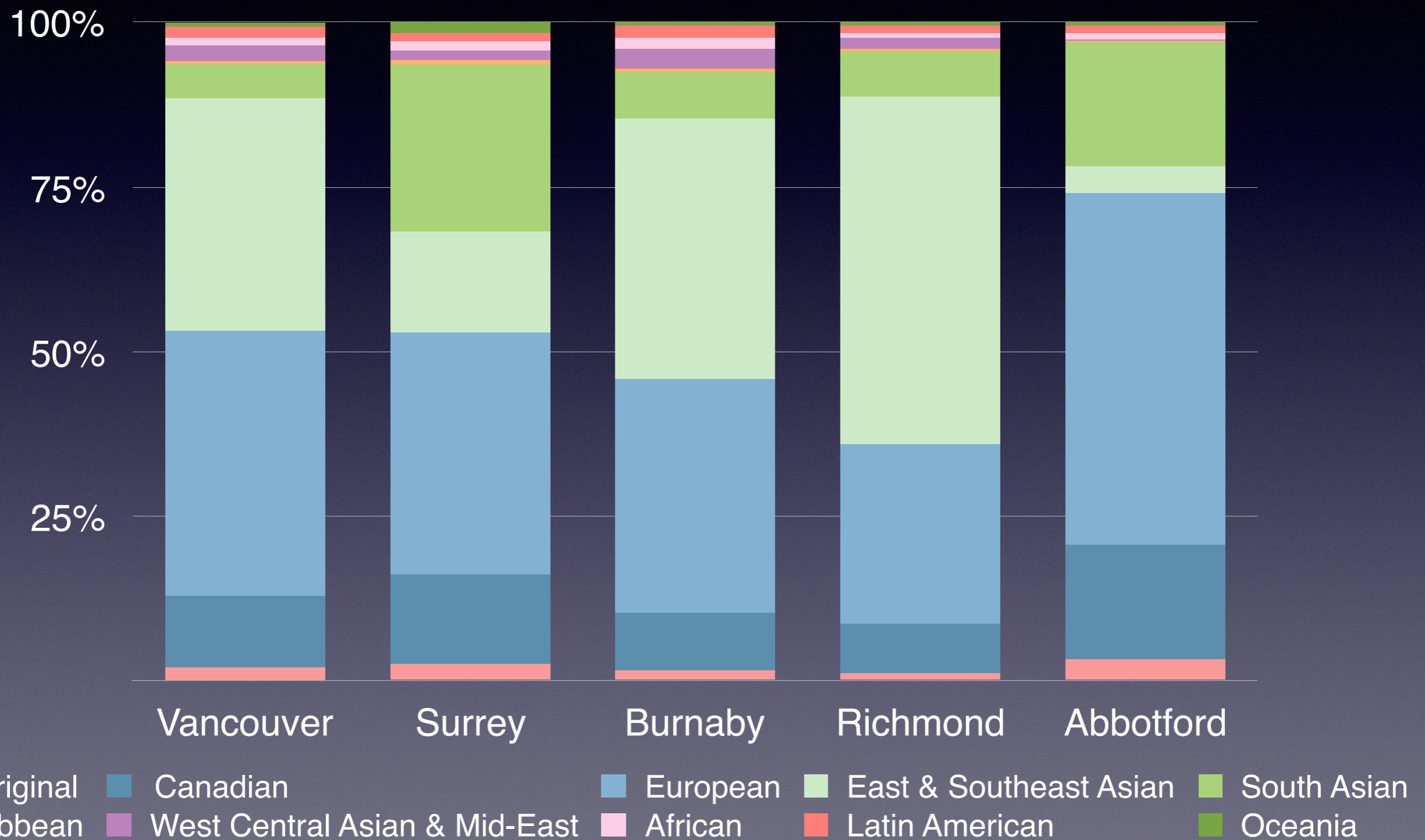
Single and Multiple Origins



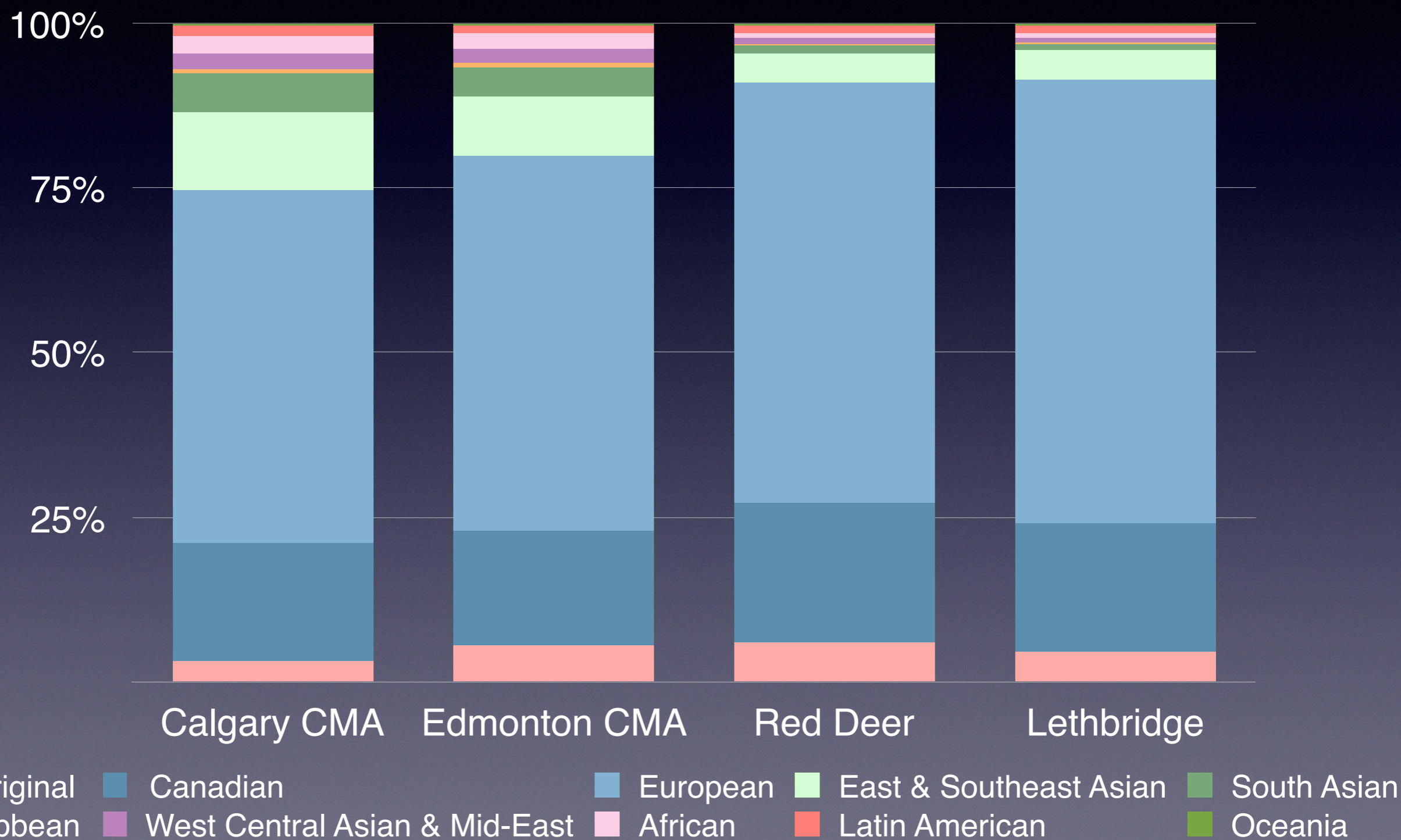
As do cities



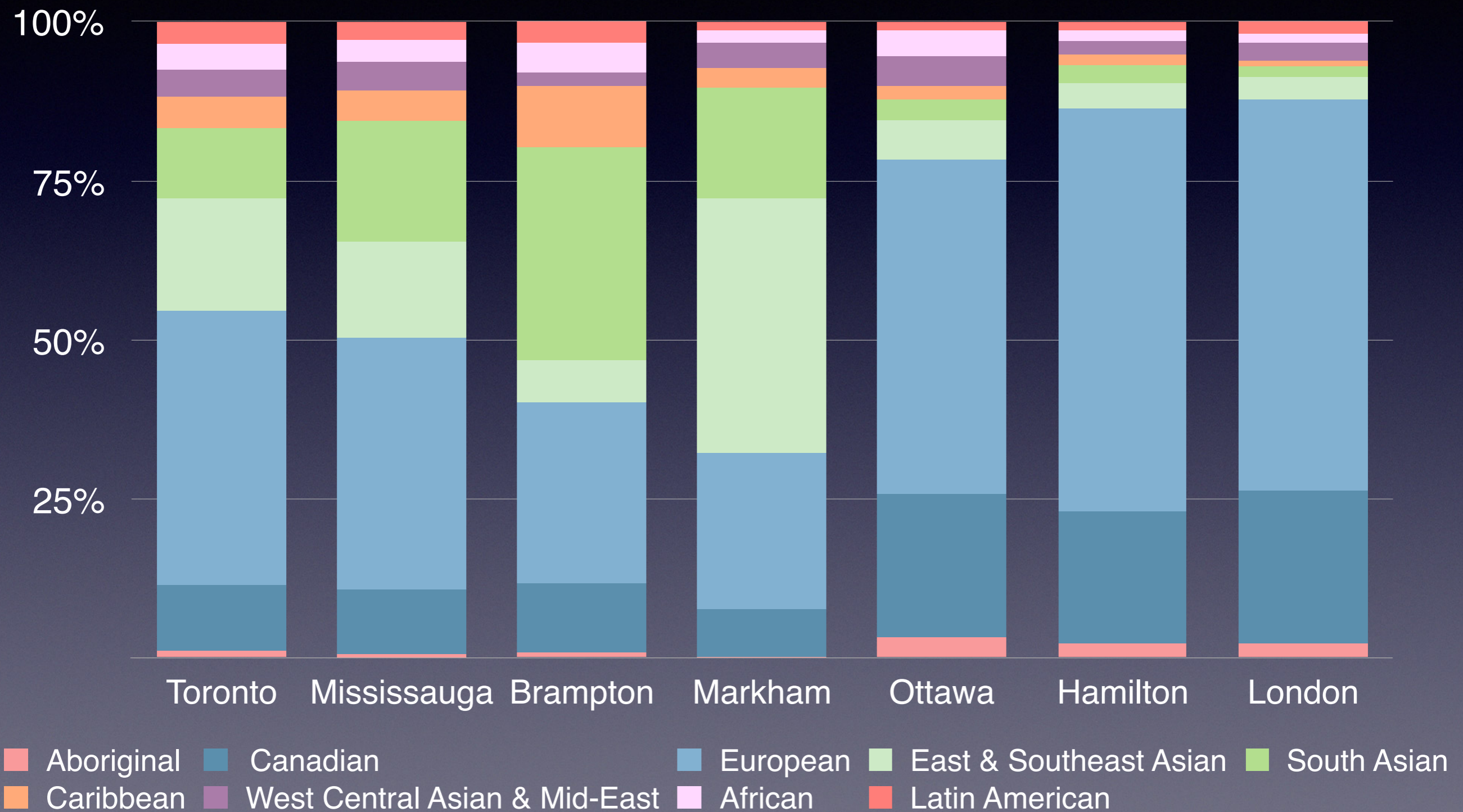
British Columbia Cities



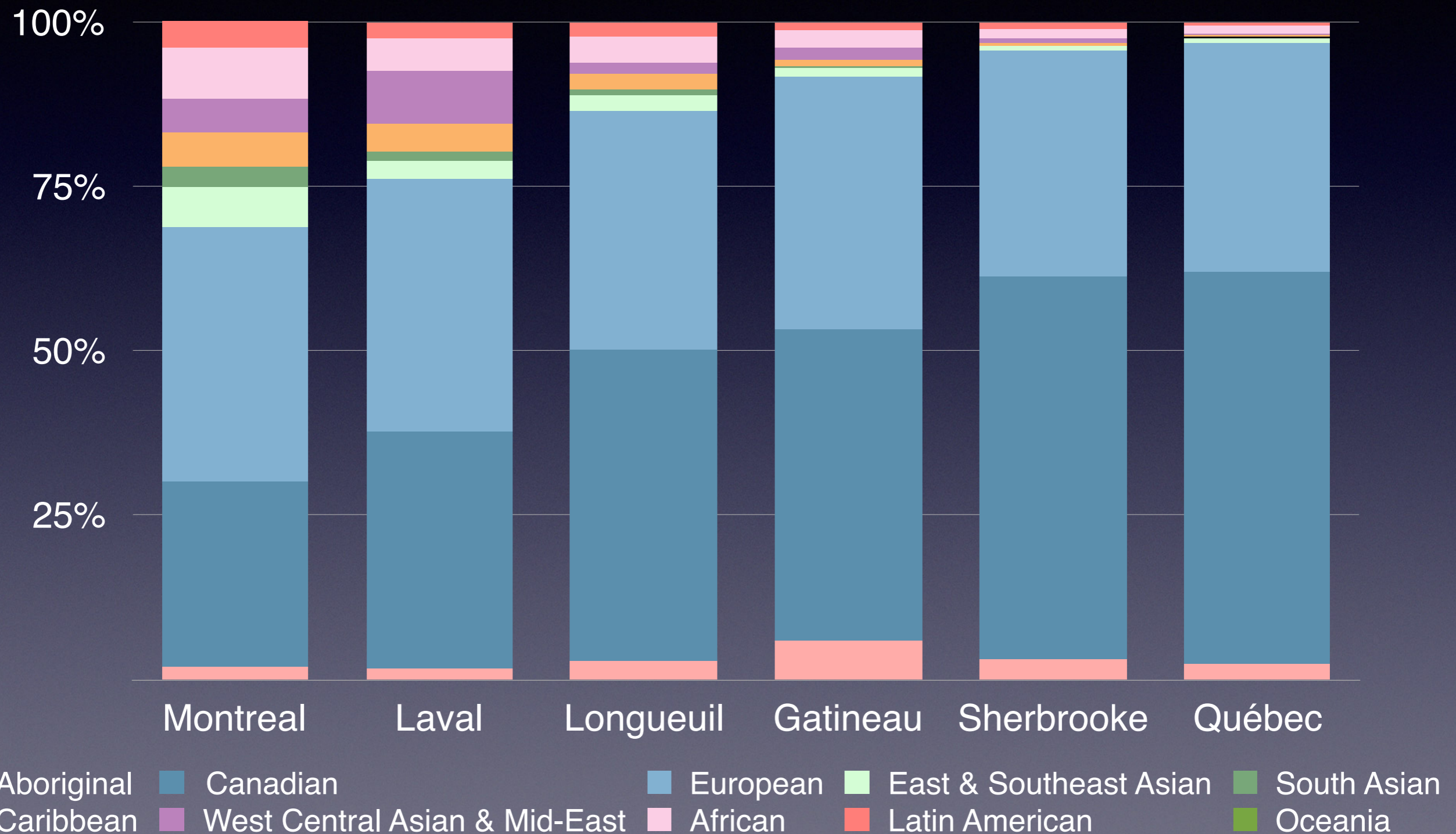
Alberta Cities



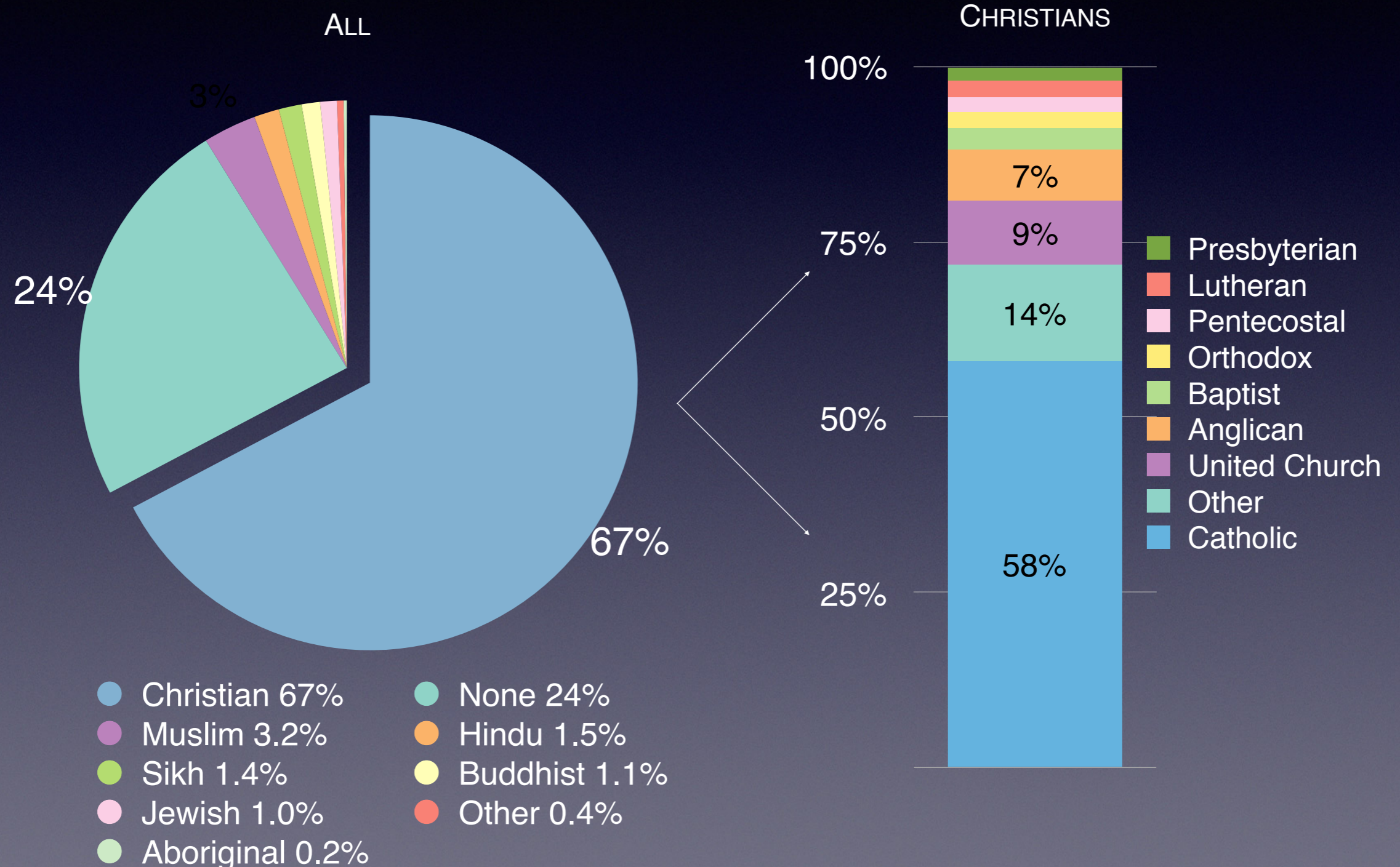
Ontario Cities



Quebec Cities

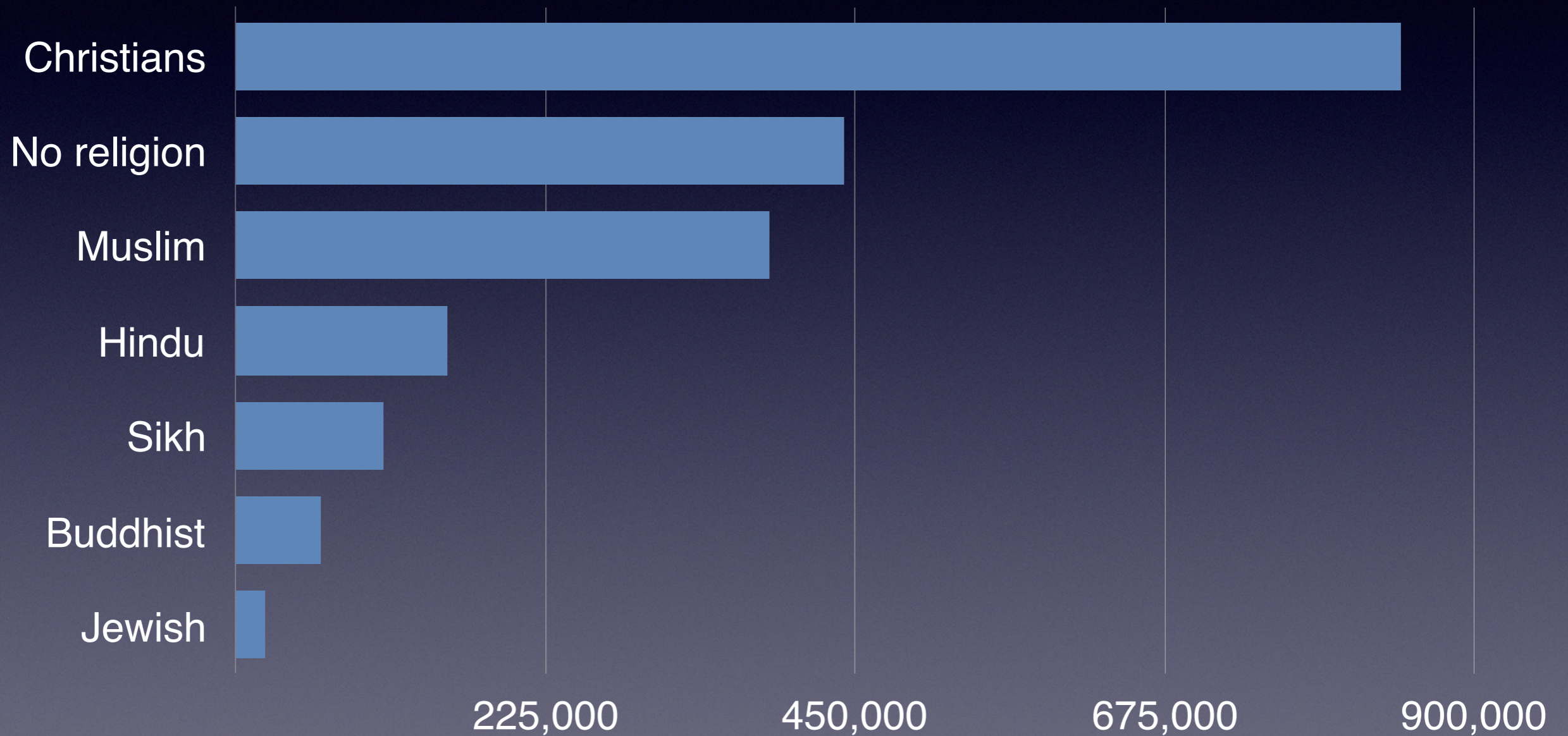


Religions

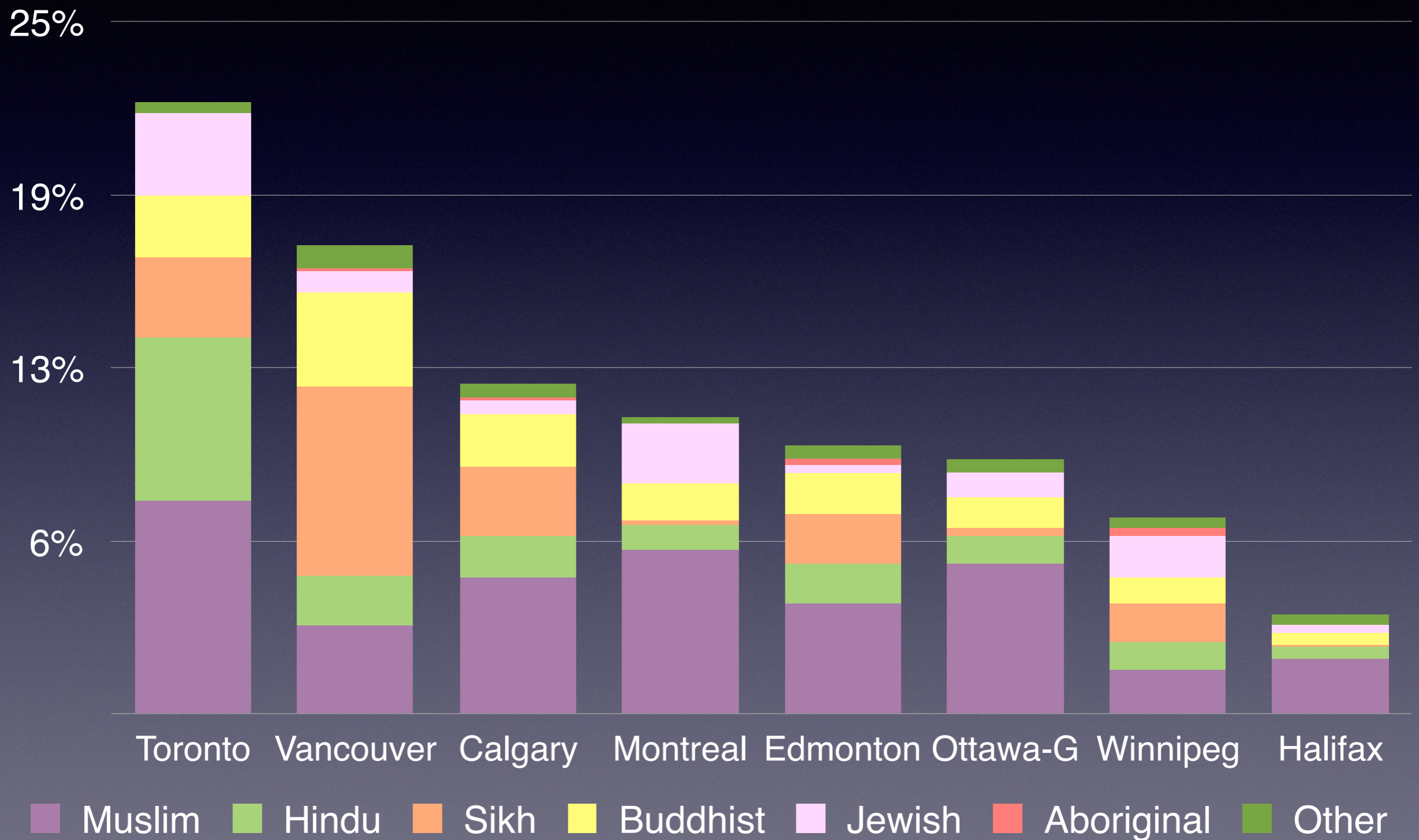


Immigration by Religions

2001 - 2011

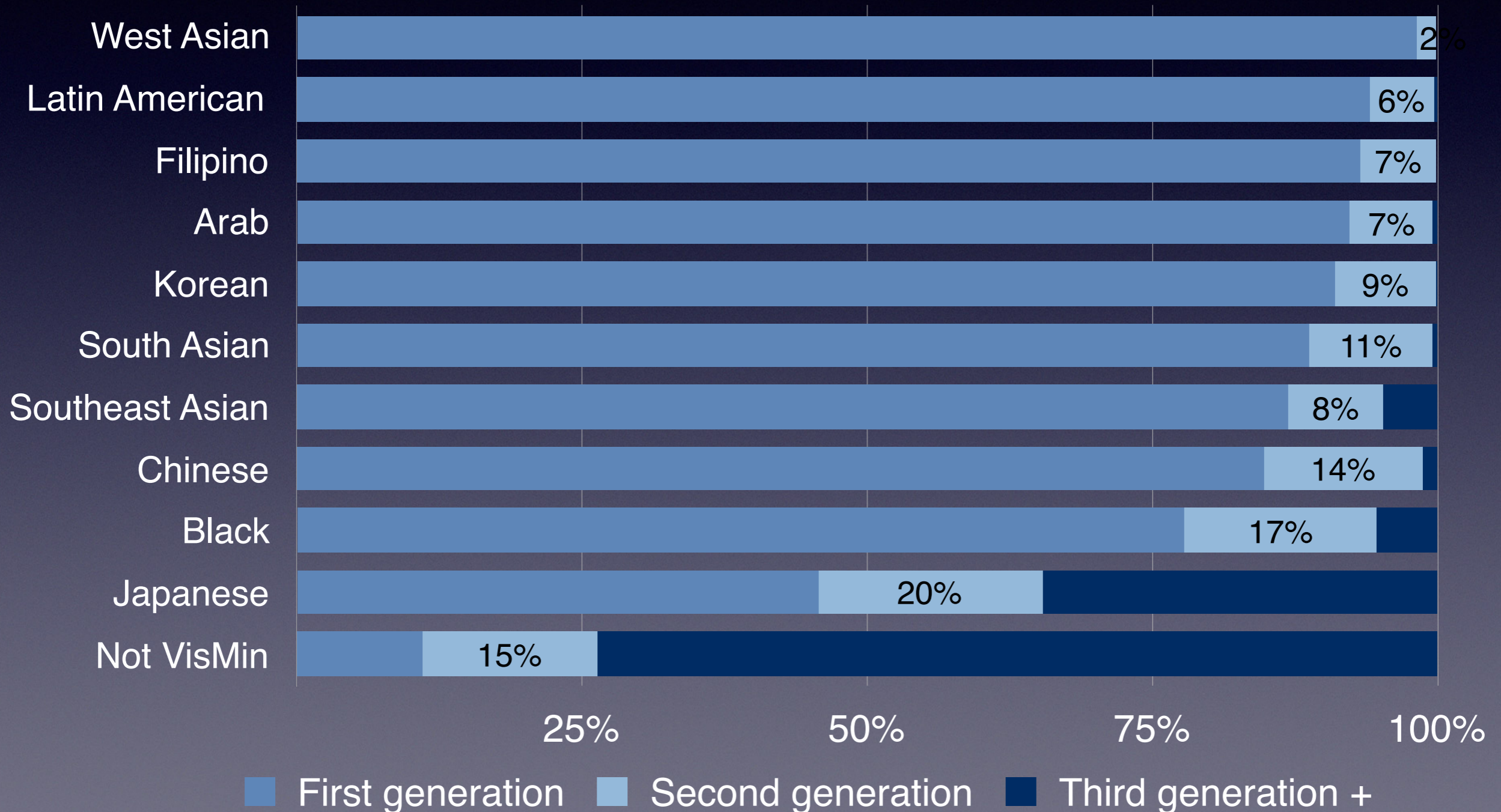


Religious Minorities



Mainly First Generation

But Growing Second Generation 25-64

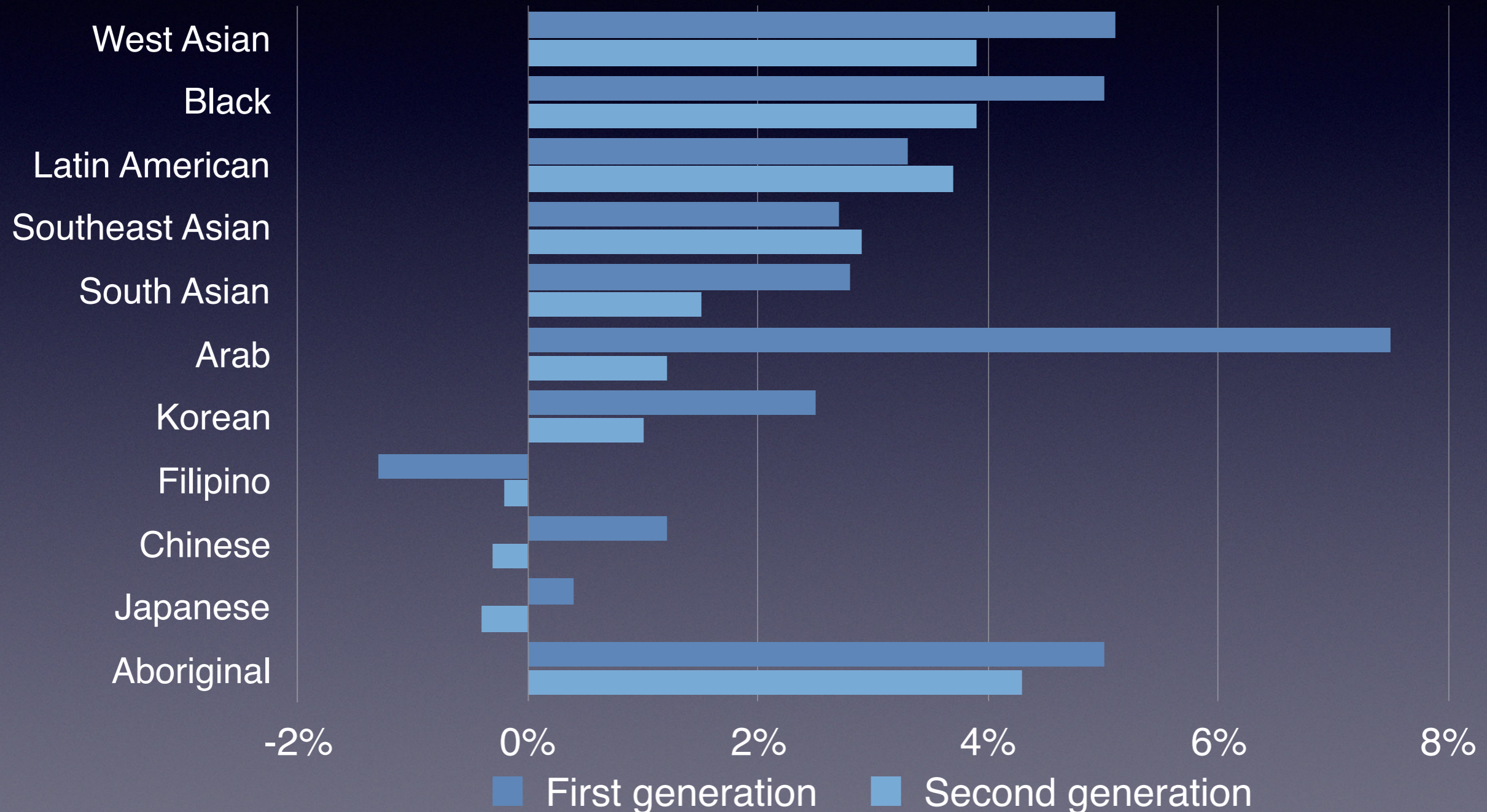


Persistence of Economic Difference

But Second Generation Making Progress

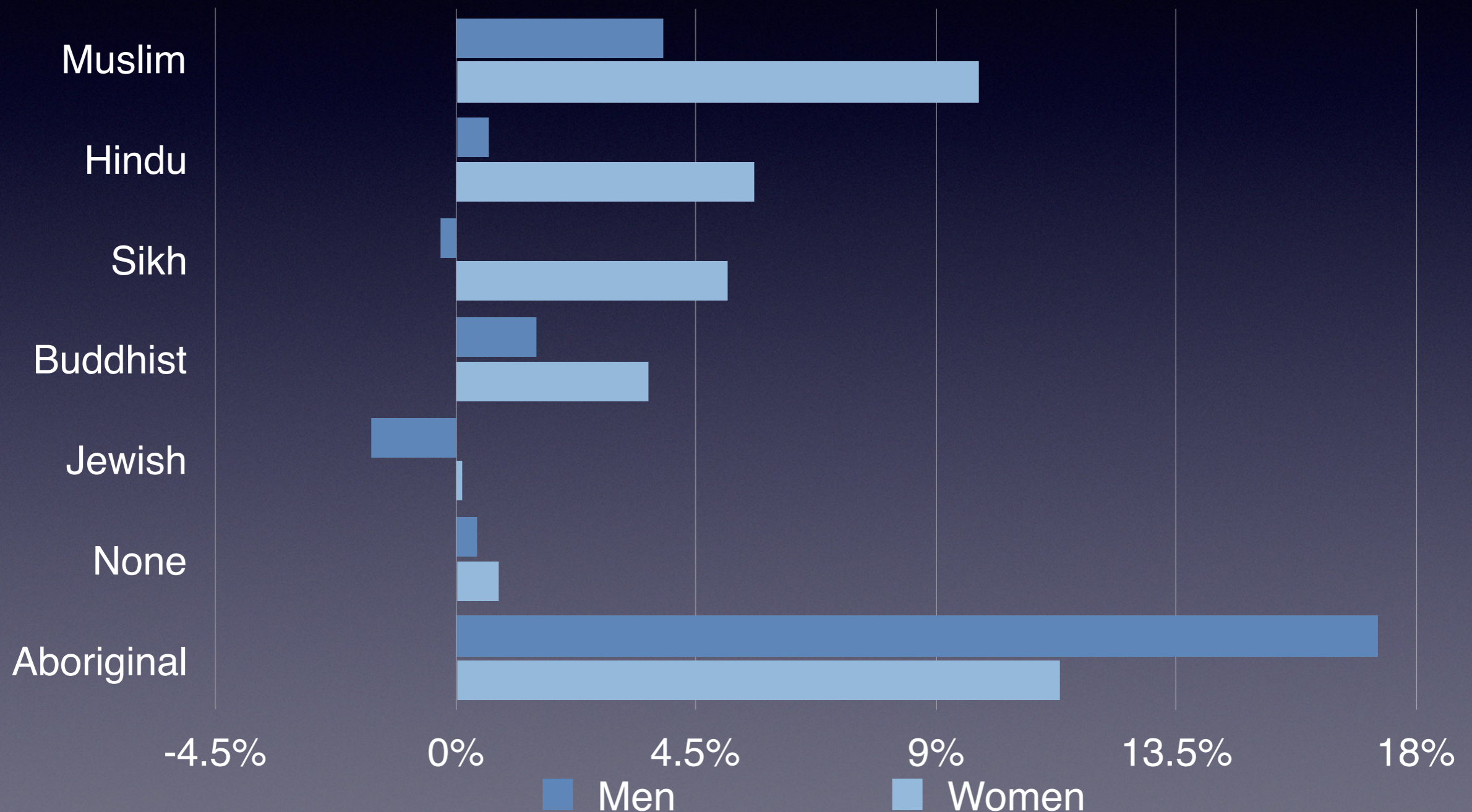
Unemployment

Compared to Non-Visible Minorities 25-64

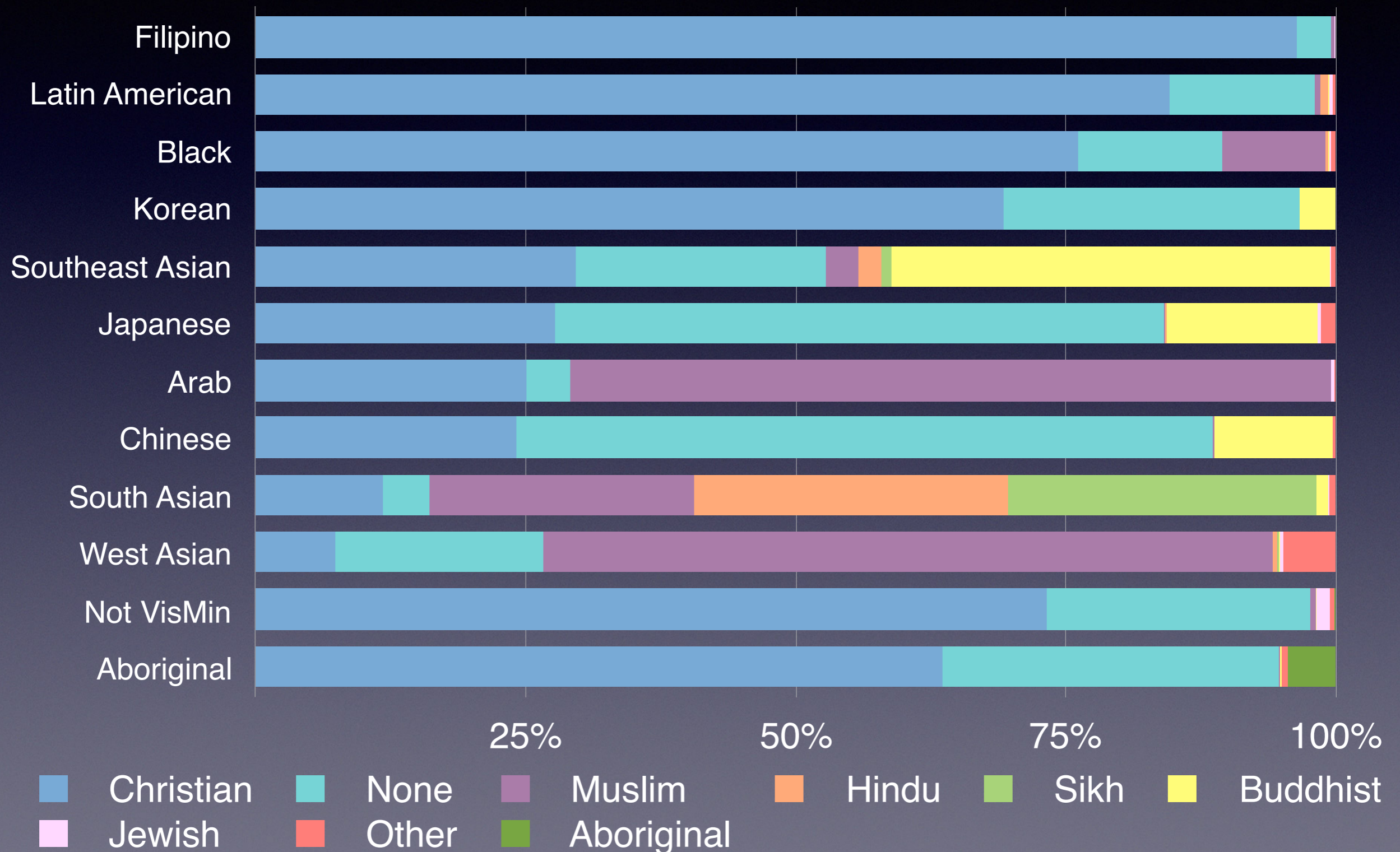


Unemployment

Compared to Christian Men and Women 25-64



Religion and Visible Minority



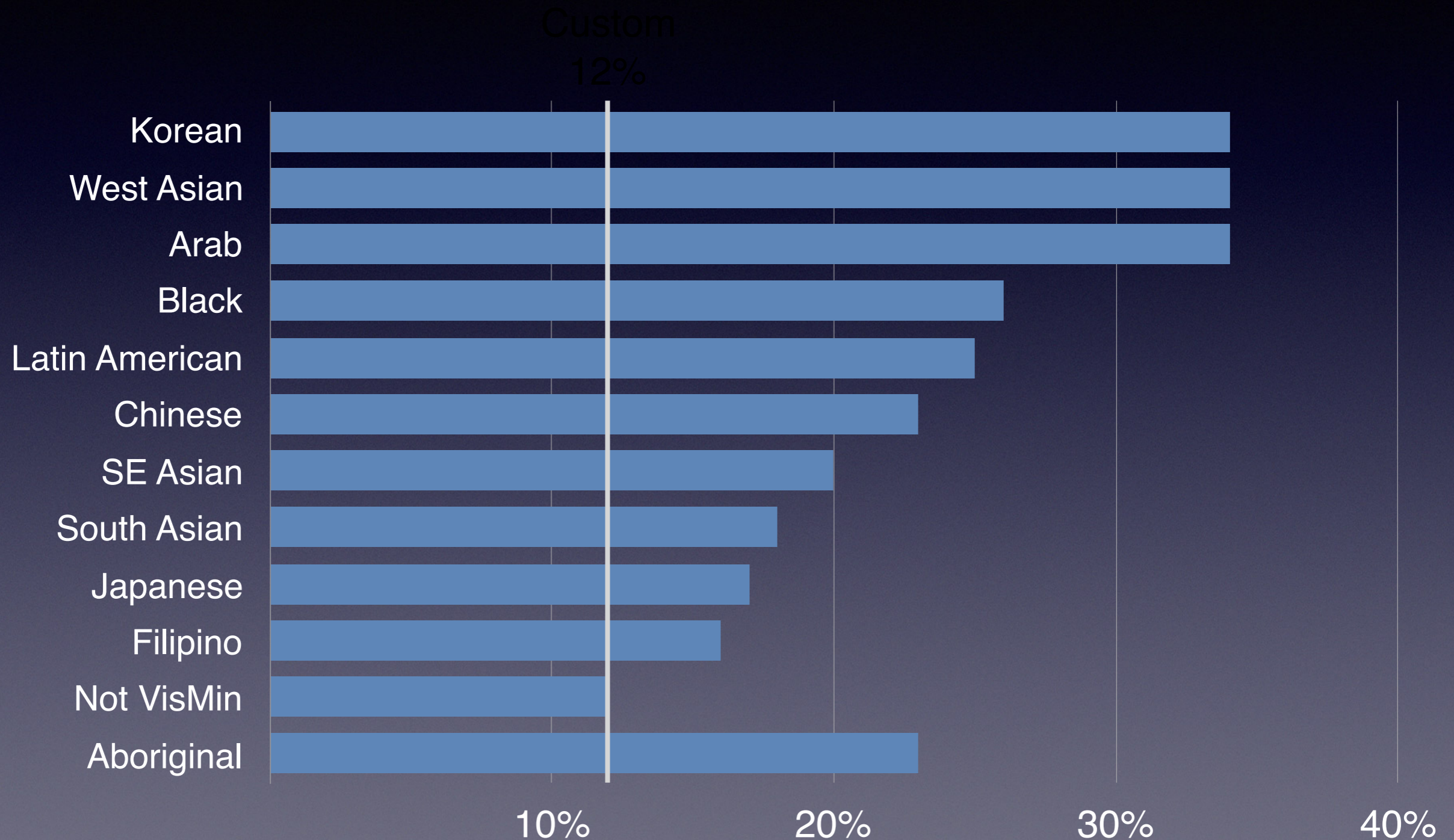
Religion and Unemployment

Religious and Visible Minorities Second Generation 25-34

	Christian	None	Muslim	Buddhist	Hindu	Sikh	Jewish
South Asian	8.0%	7.5%	7.7%	8.3%	6.6%	6.8%	
Chinese	5.4%	4.9%		5.9%			
Black	9.9%	9.7%	7.6%				
Filipino	5.1%	4.8%					
Latin American	8.1%	11.8%					
Arab	7.9%	7.6%	7.0%				
Southeast Asian	5.9%	7.6%		9.7%			
West Asian	10.4%	0.0%	20.3%				
Korean	7.3%	7.3%					
Japanese	6.5%	4.0%		0.0%			
Not VisMin	5.8%	6.6%	6.7%	7.8%			7.8%

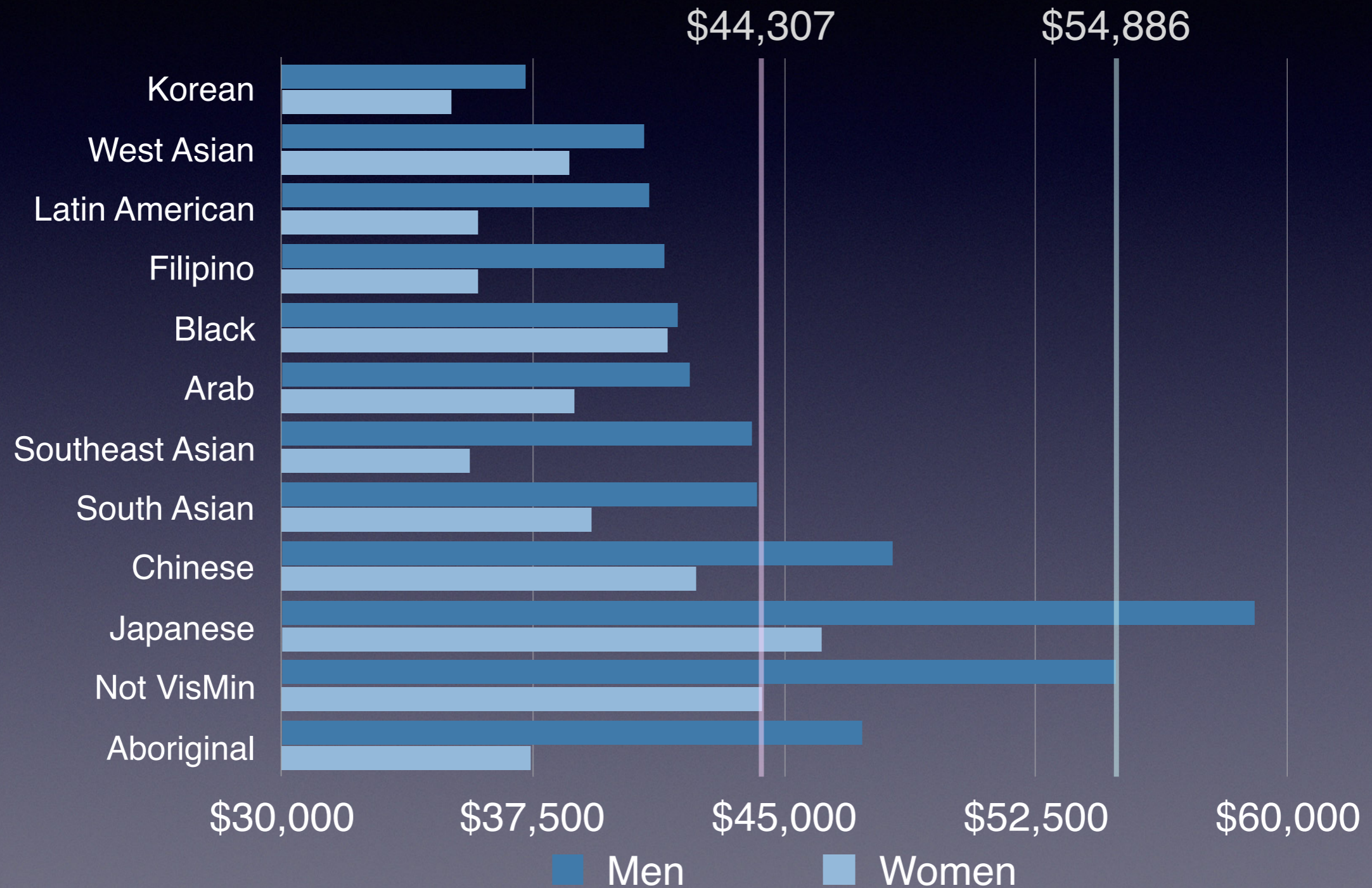
Low Income

Pre-tax LICO Prevalence Individuals 25-64



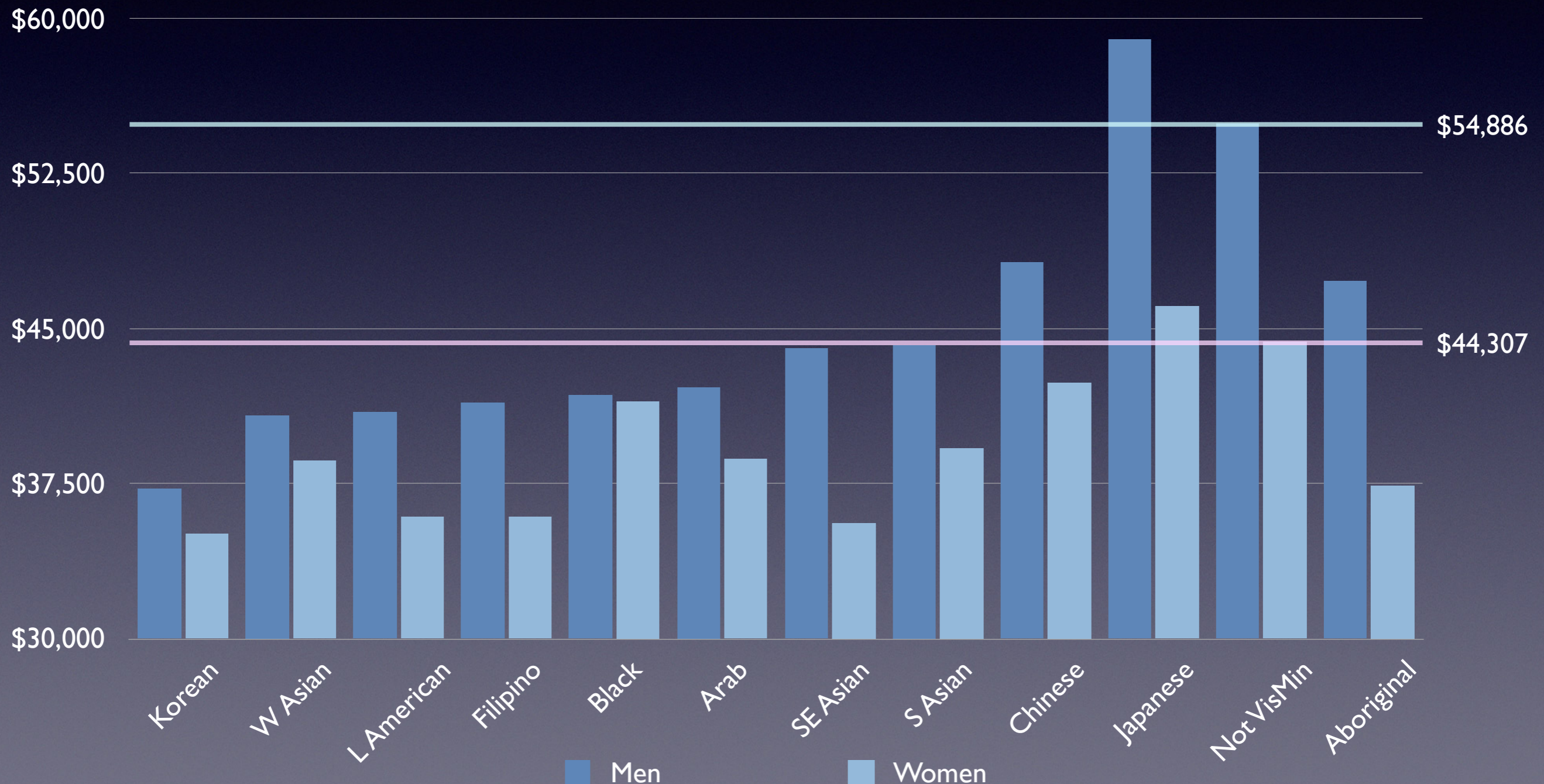
Median Income

Full-Time Employed All Generations 25-64



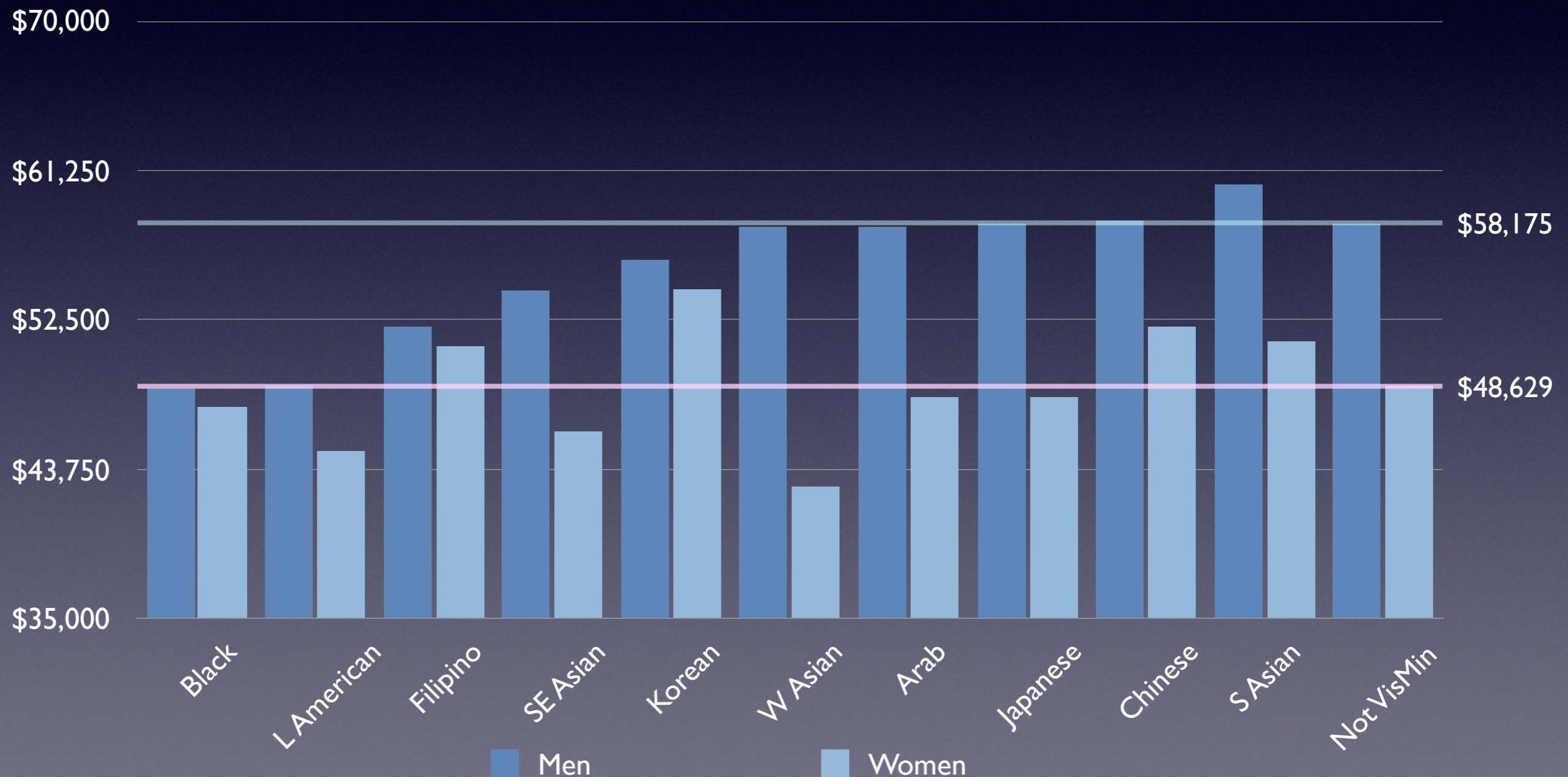
Median Income

Full-Time Employed, Second Generation 25-64



Median Income

Full-Time Employed, Second Generation 25-34 University
Educated



Unemployment & Participation

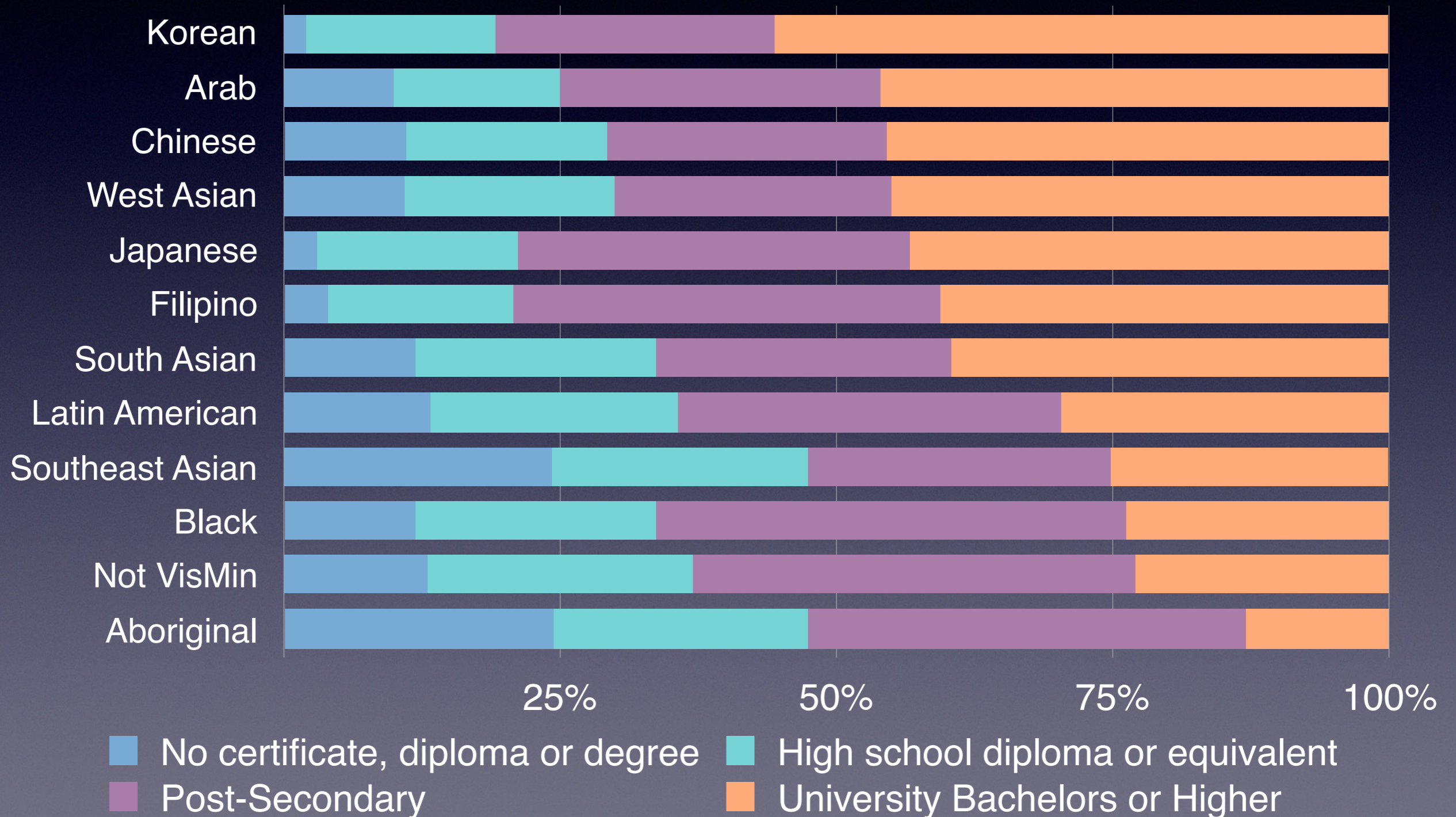
Second Generation 25-34 University-Educated



Varied Social Picture

Education

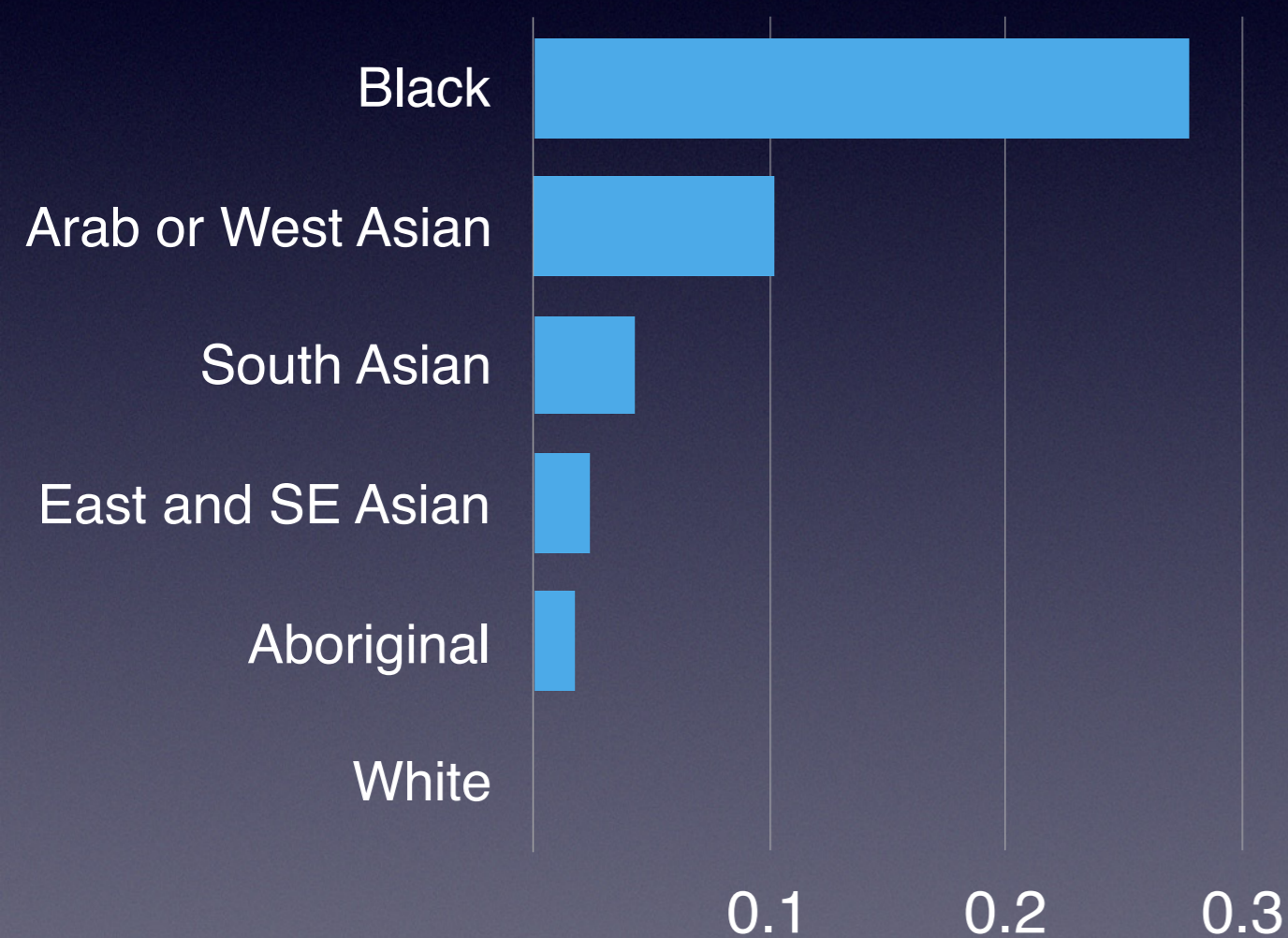
25-64



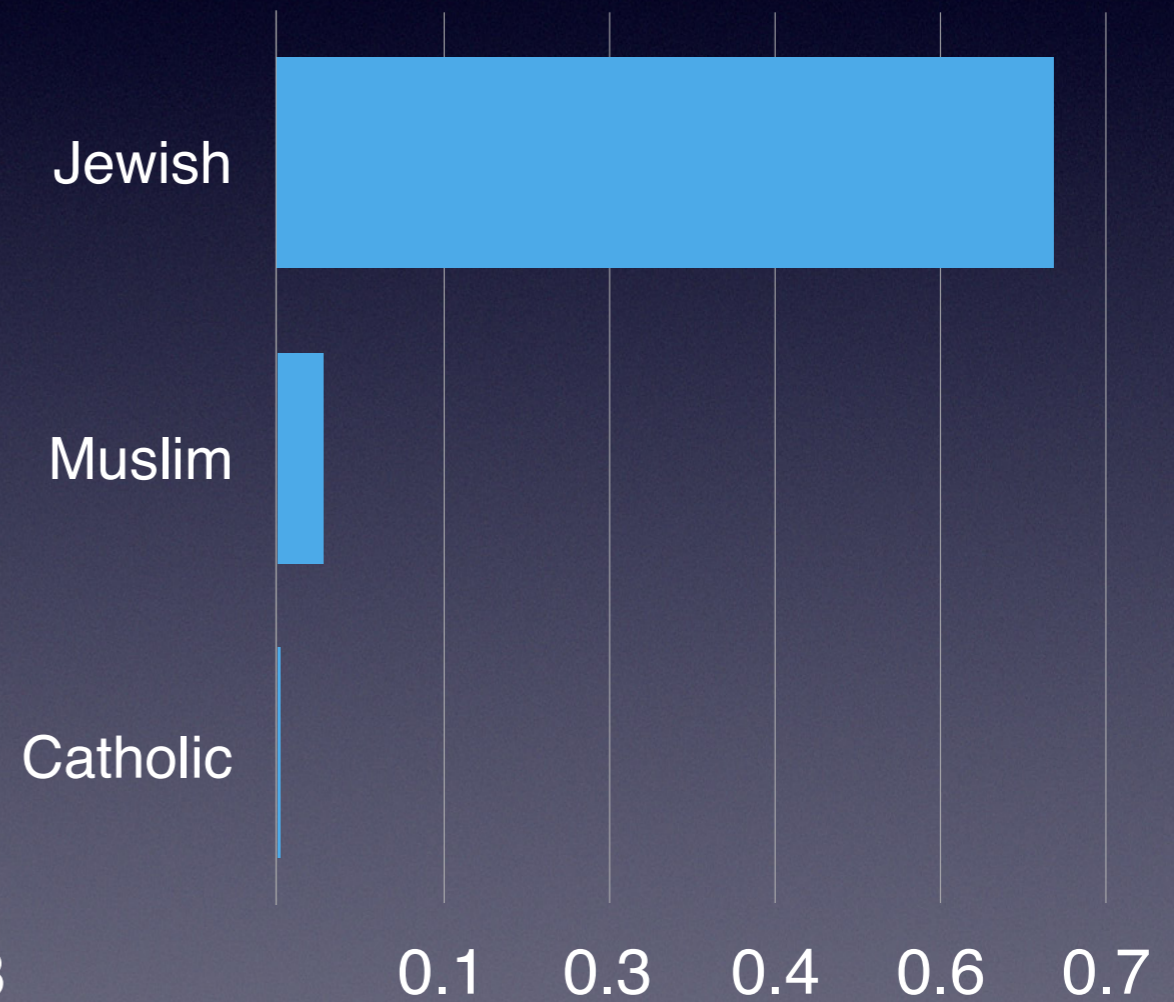
Hate Crimes

Annual Average 2008-12

ETHNIC ORIGIN PER THOUSAND

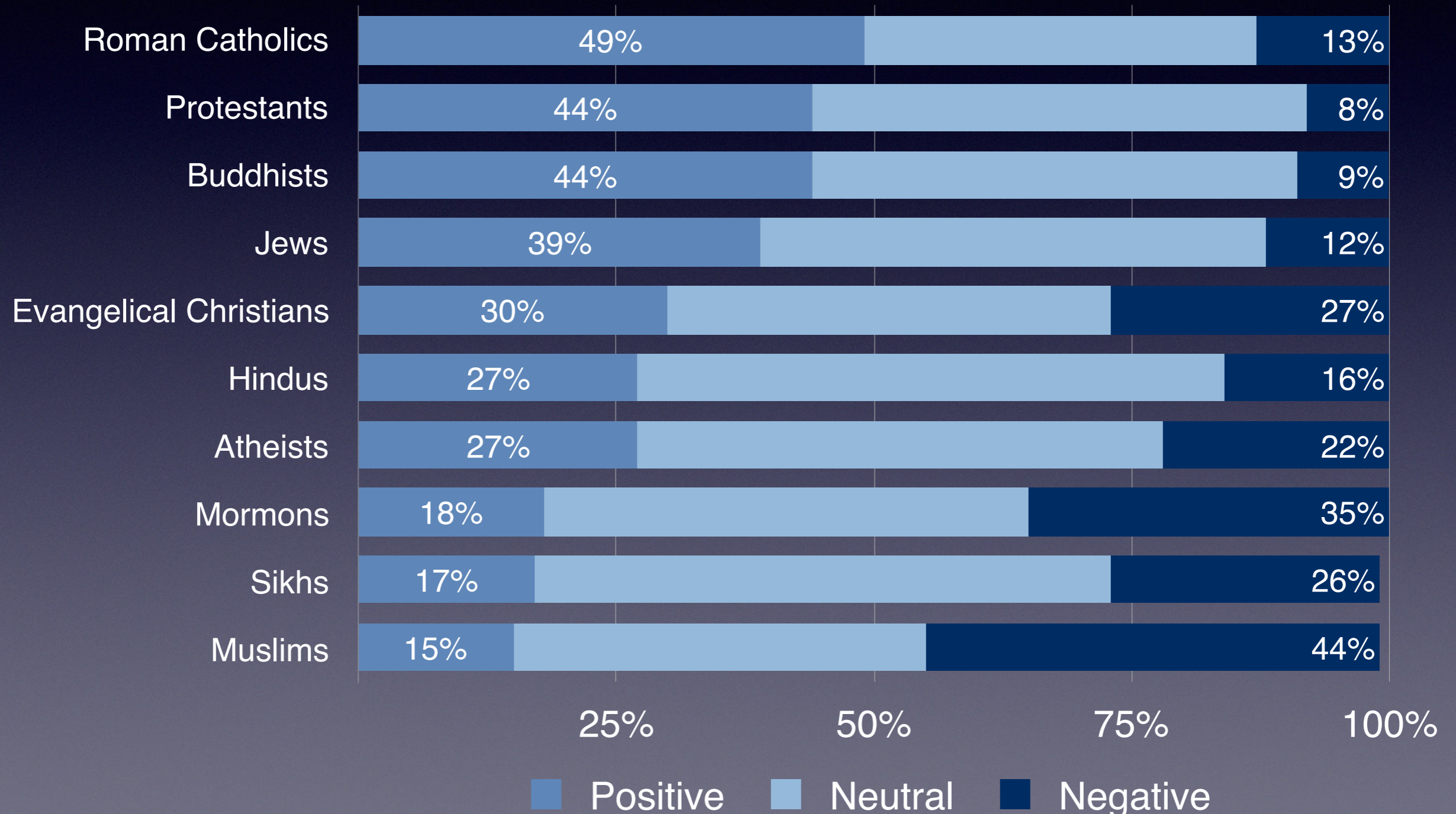


RELIGION PER THOUSAND



Feelings Towards Religious Groups

Angus-Reid 2015



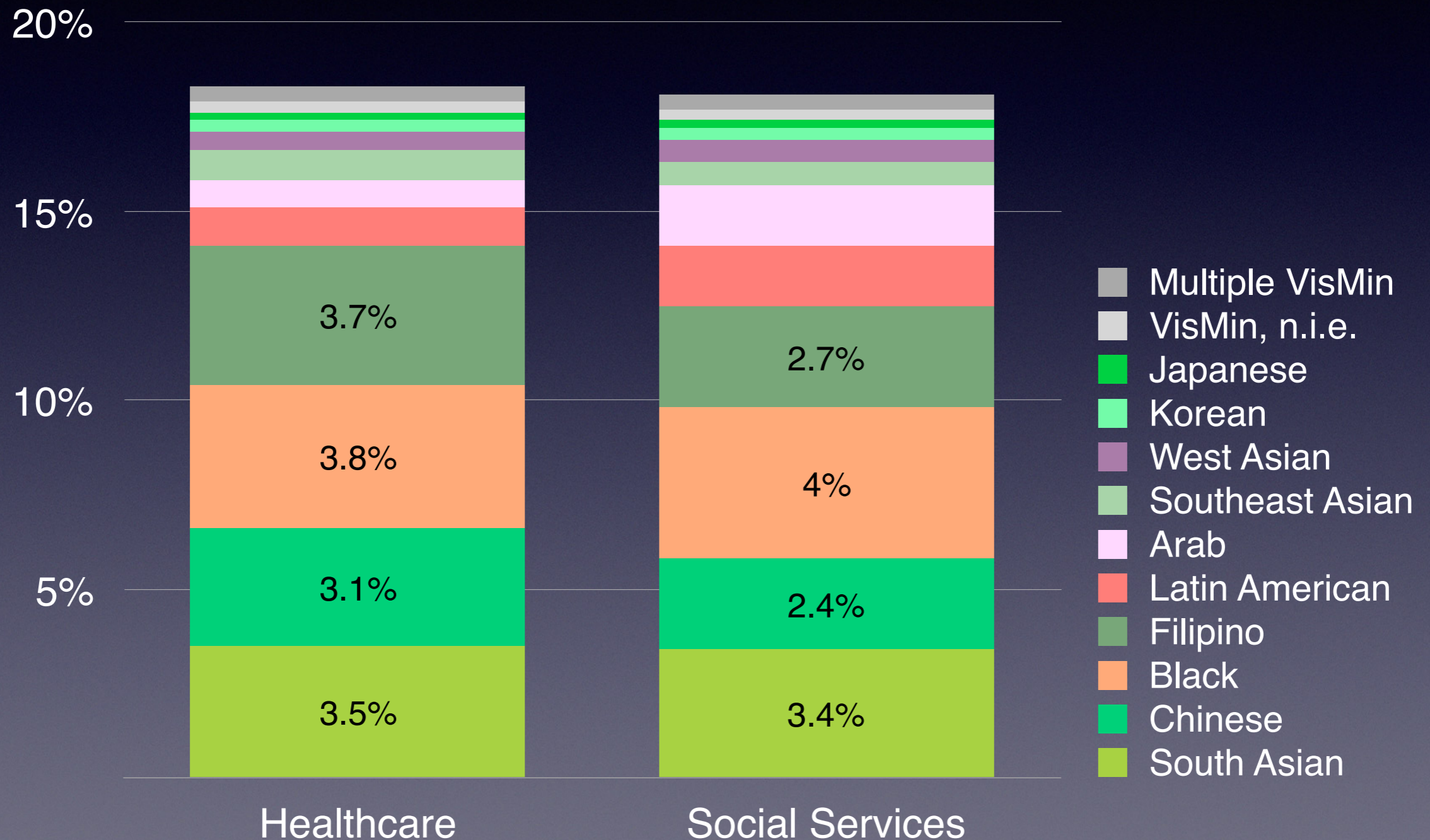
Bias and Discrimination

Blind CV Test

- Having a foreign sounding name means 40% fewer interviews (Oreopoulos 2009, 2011)
- Assumed to be immigrants, not second generation
 - “I personally am guilty of gravitating toward Anglo names on résumés, and I believe that it’s a very human condition – [a result of]resistance to change.” (HR Staffing Officer)
- RBC/EY Report — Outsmarting our brains: Overcoming hidden biases to harness diversity’s true potential
- Implicit Association Test - Sobering realization of bias

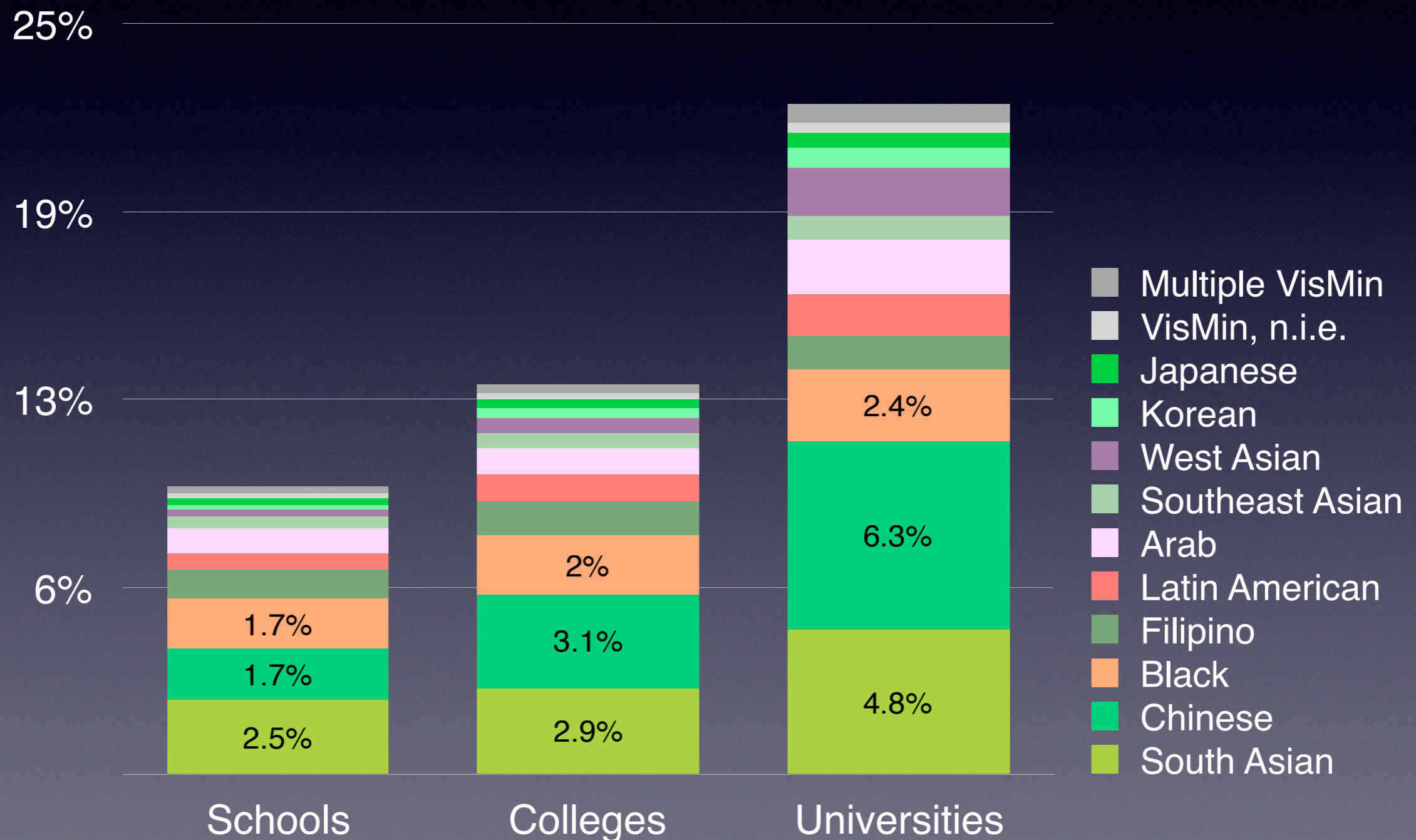
Serving Citizens

Age 15 or Greater, All Generations



Education Sector Employees

Age 15 or Greater, All Generations



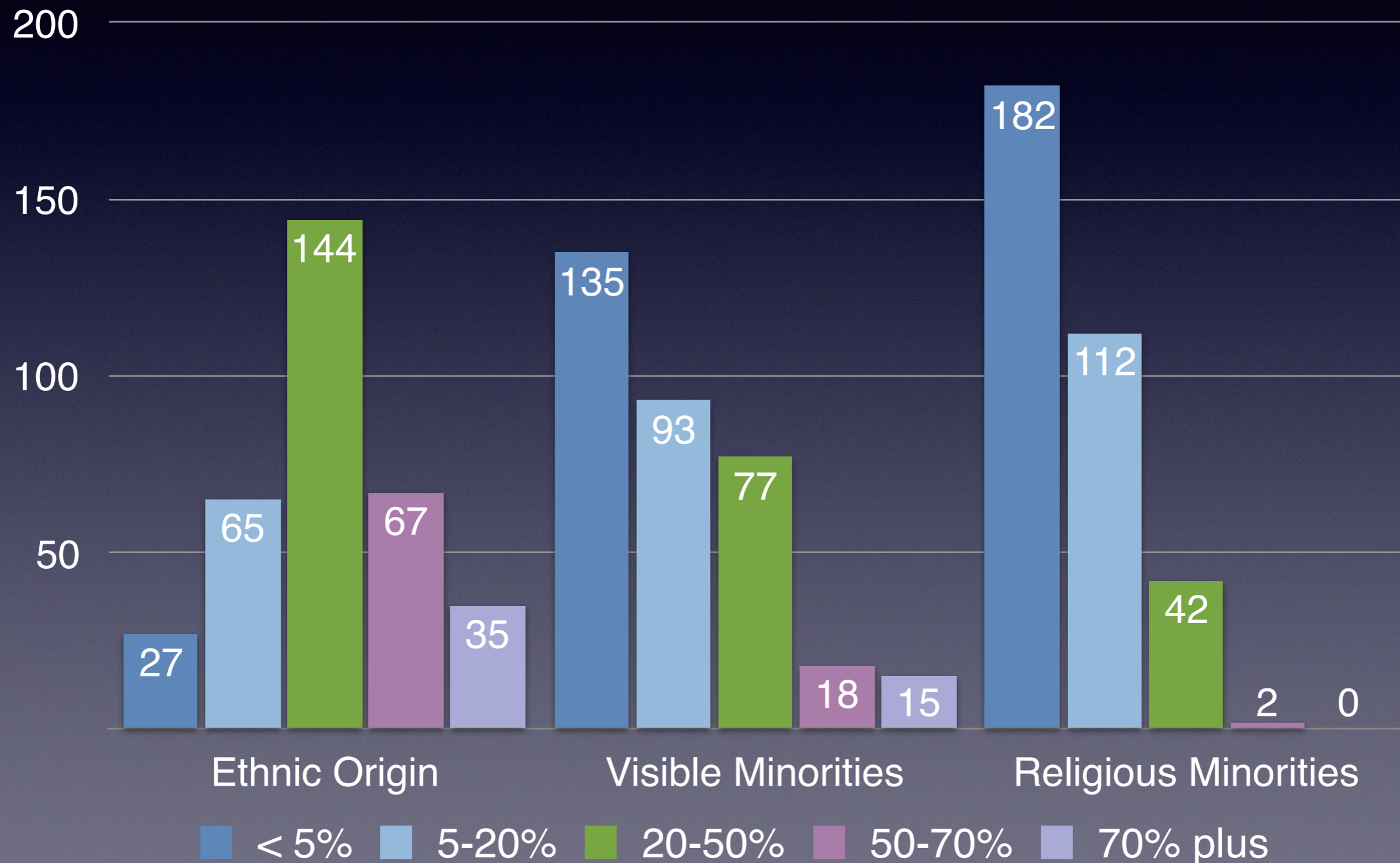
Provincial Public Services

Visible Minority Representation, Age 15 or Greater, All Generations

PROVINCIAL PUBLIC INSTITUTION VISIBLE MINORITY EMPLOYEES						
	LMA	Other		Education		
Province		Healthcare	Services	Schools	Colleges	Universities
British Columbia	23.2%	26.3%	22.8%	14.6%	21.6%	27.5%
Alberta	13.1%	21.8%	20.4%	9.2%	13.4%	24.0%
Ontario	21.6%	24.2%	25.5%	13.5%	17.9%	26.8%
Quebec	7.9%	10.4%	12.4%	5.9%	7.0%	16.1%

Concentration vs Dispersion

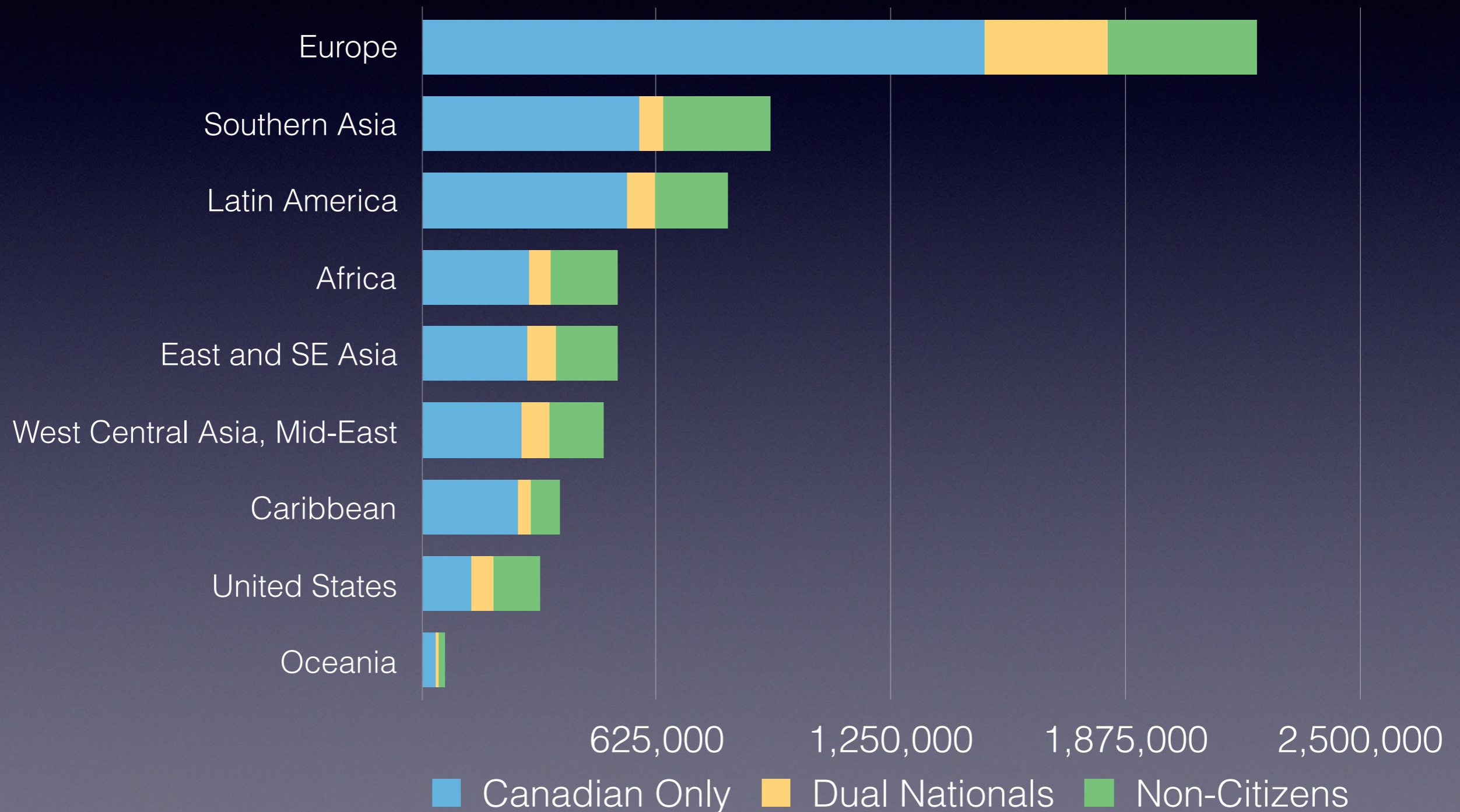
2015 Electoral Ridings View of Ethnic Enclaves



Declining Citizenship and Plateauing Political Representation

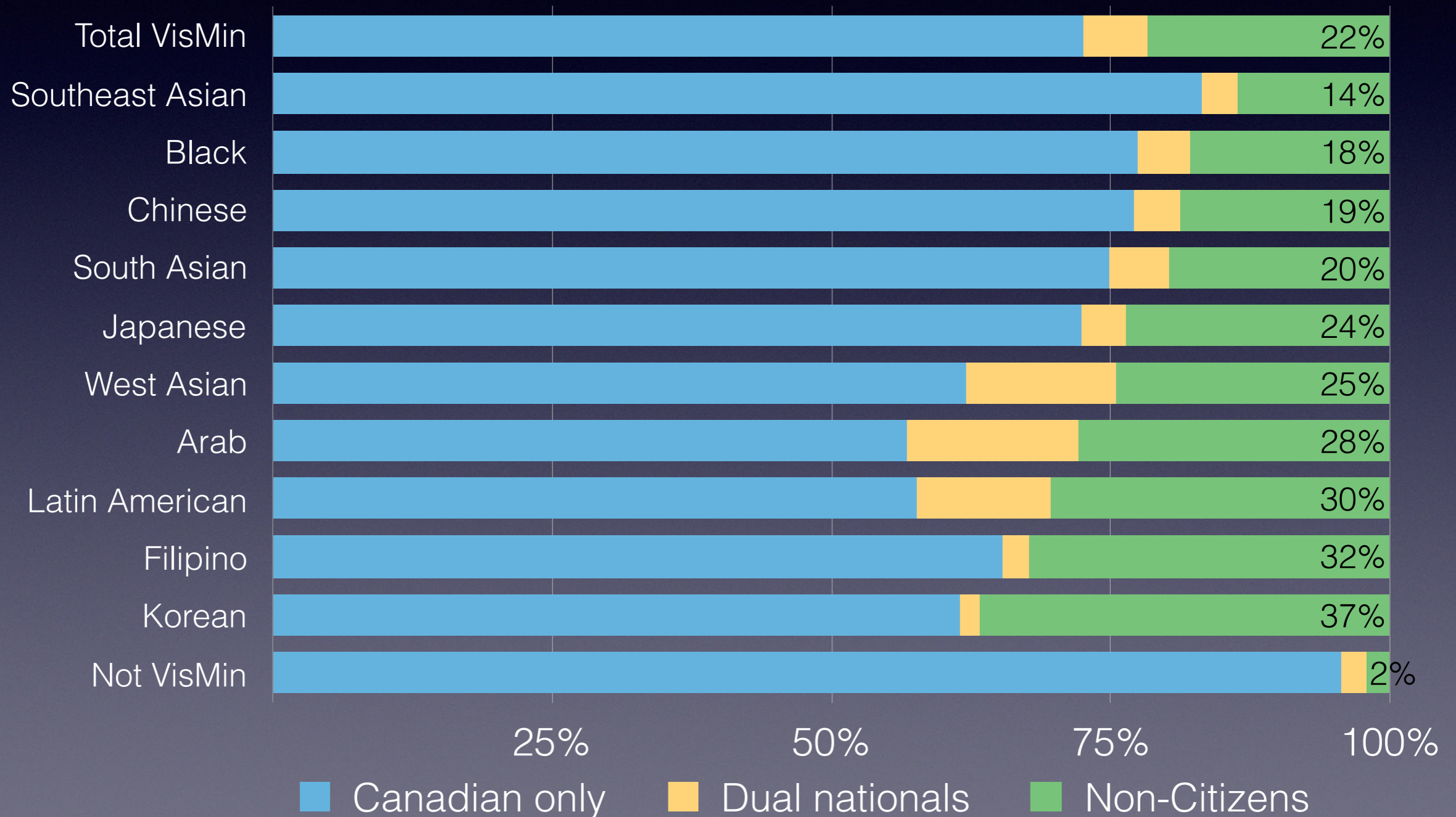
Citizenship Take-up

Foreign-born by Place of Birth, Eligible



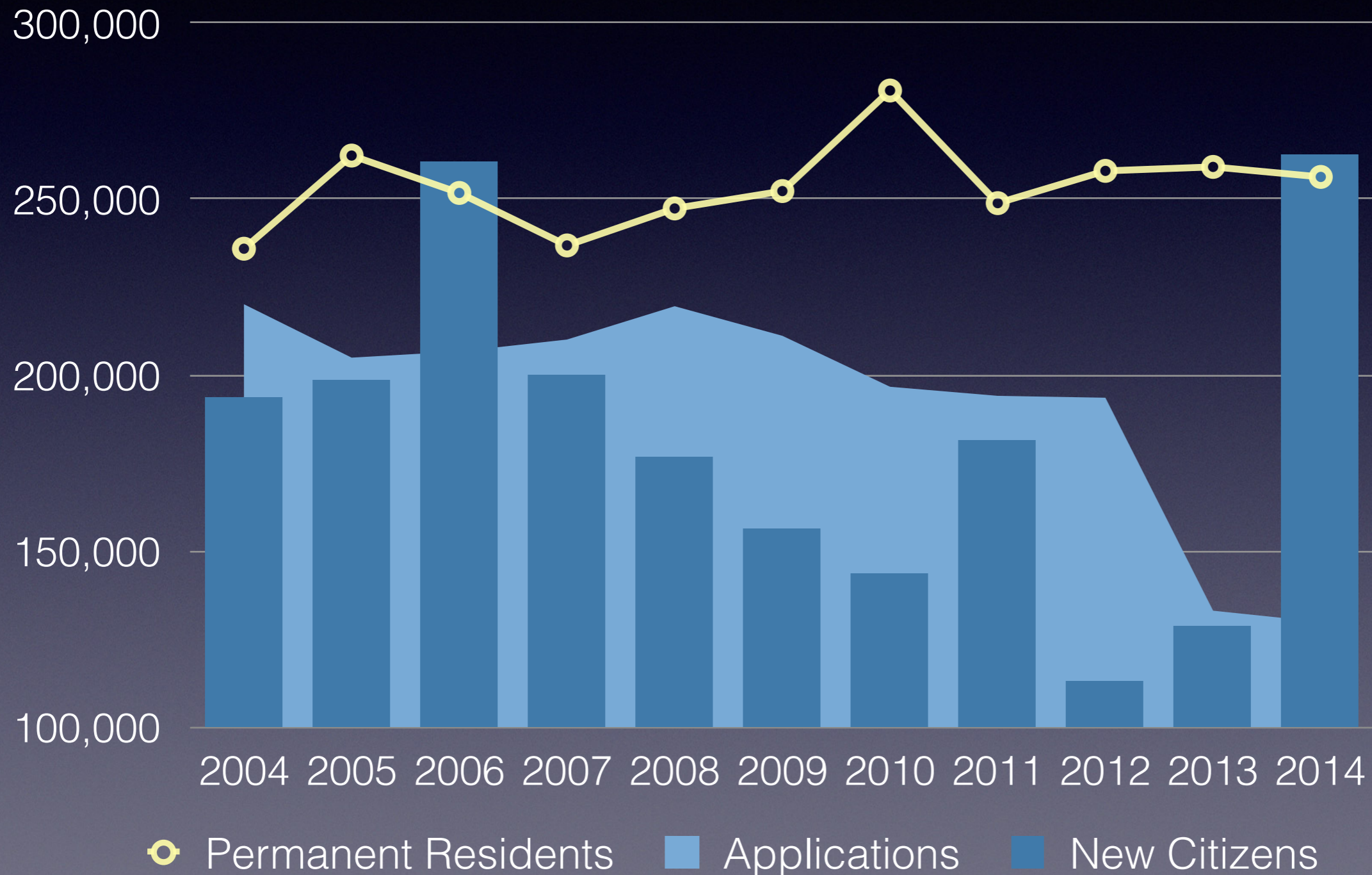
Citizenship

Visible Minorities, Eligible or Not



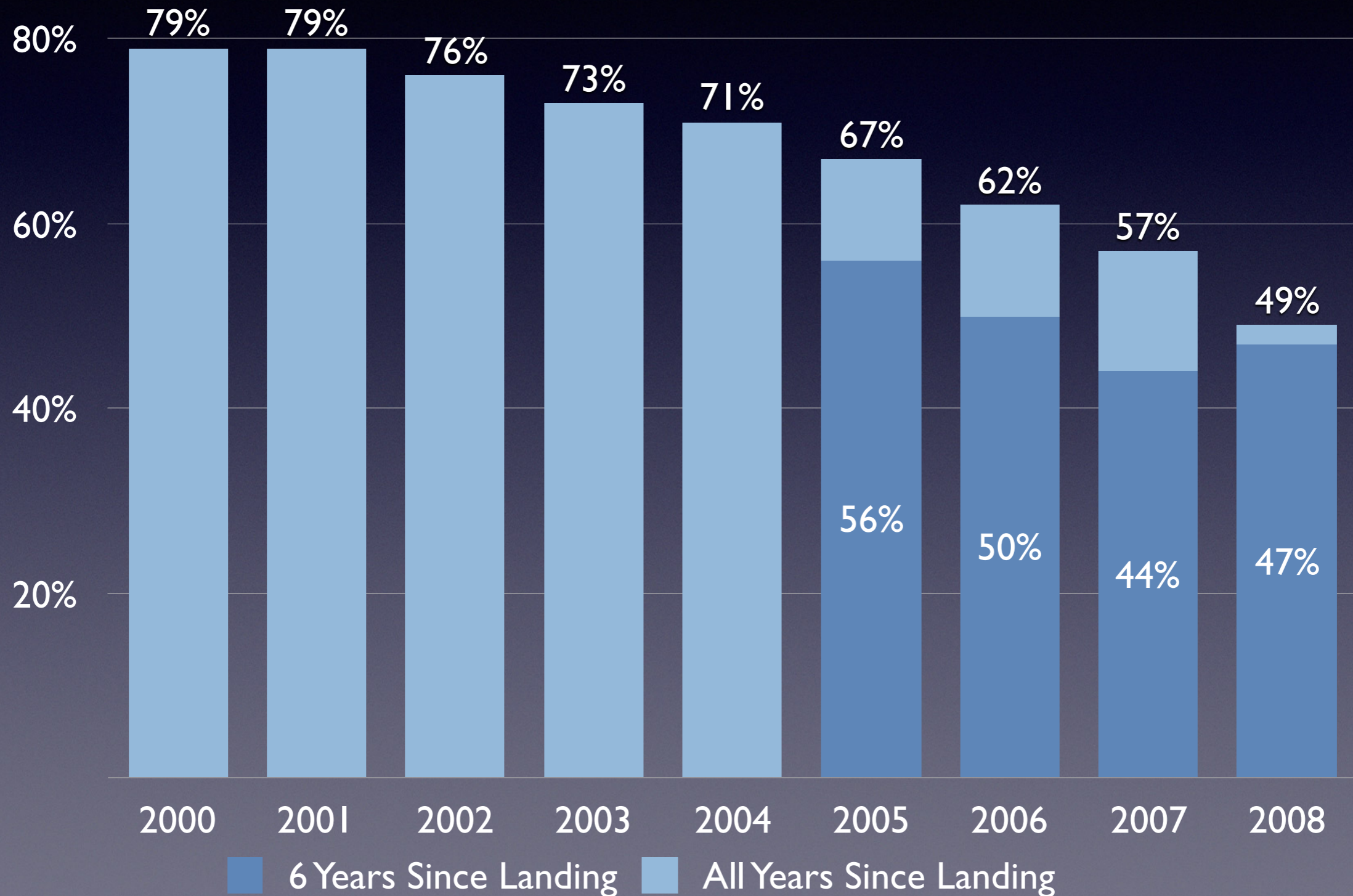
PRs, Applications, Citizens

2004 to 2014



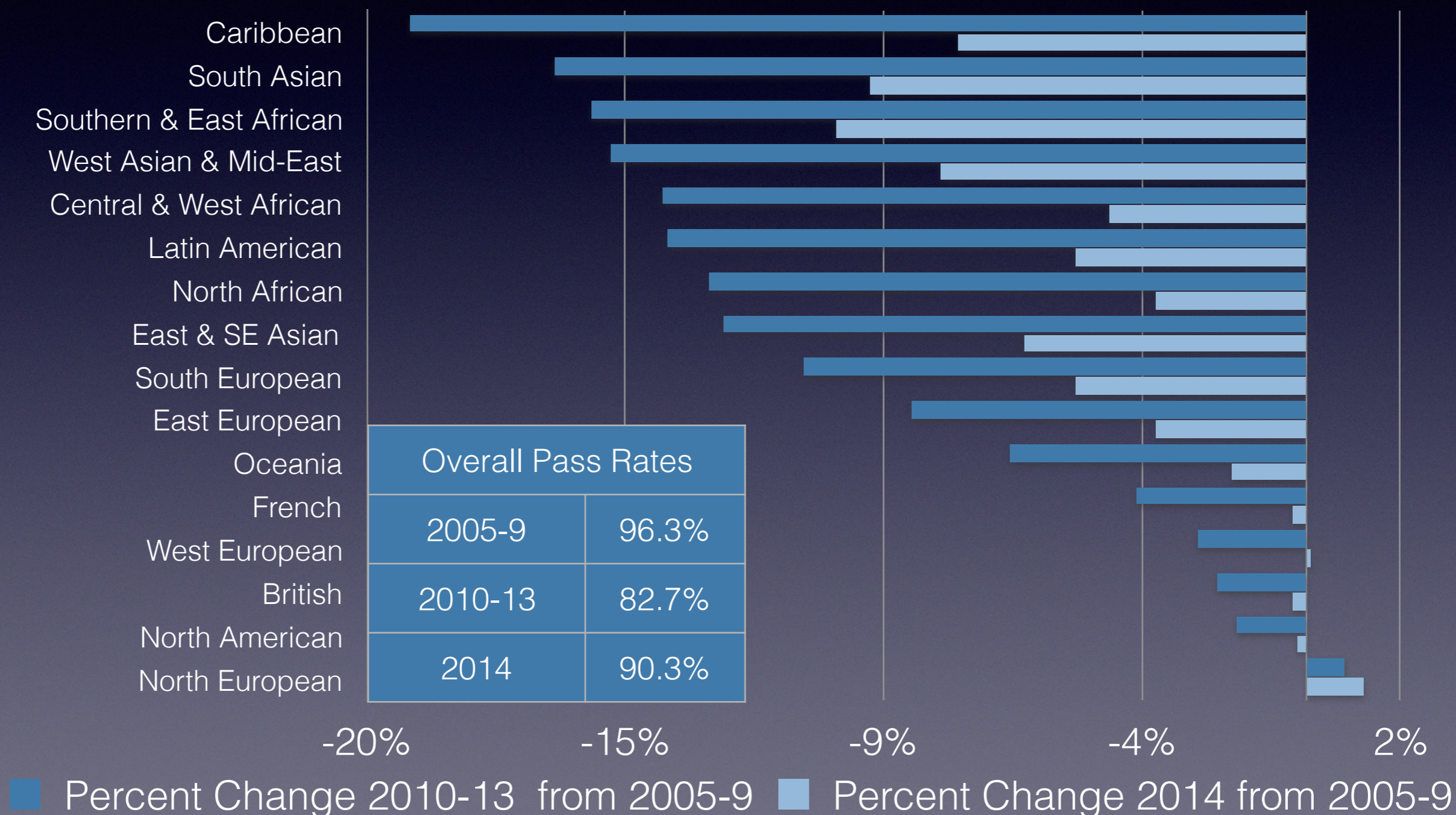
Citizenship Take-Up

6 Years Since Landing vs All Years Since Landing 2014



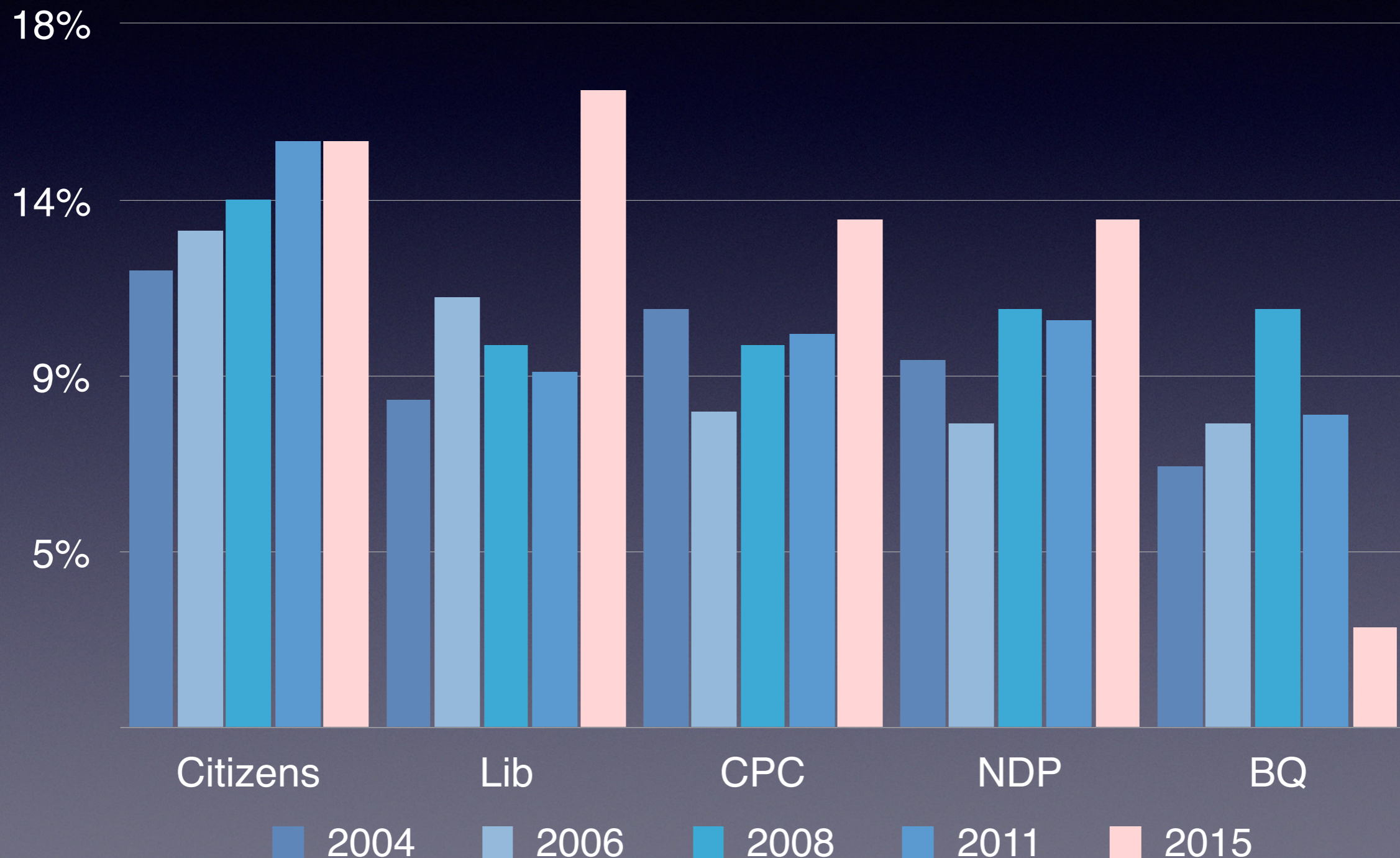
Impact 2010 Changes

Percentage Decline by Country of Birth
2010-13 and 2014 Compared to 2005-9

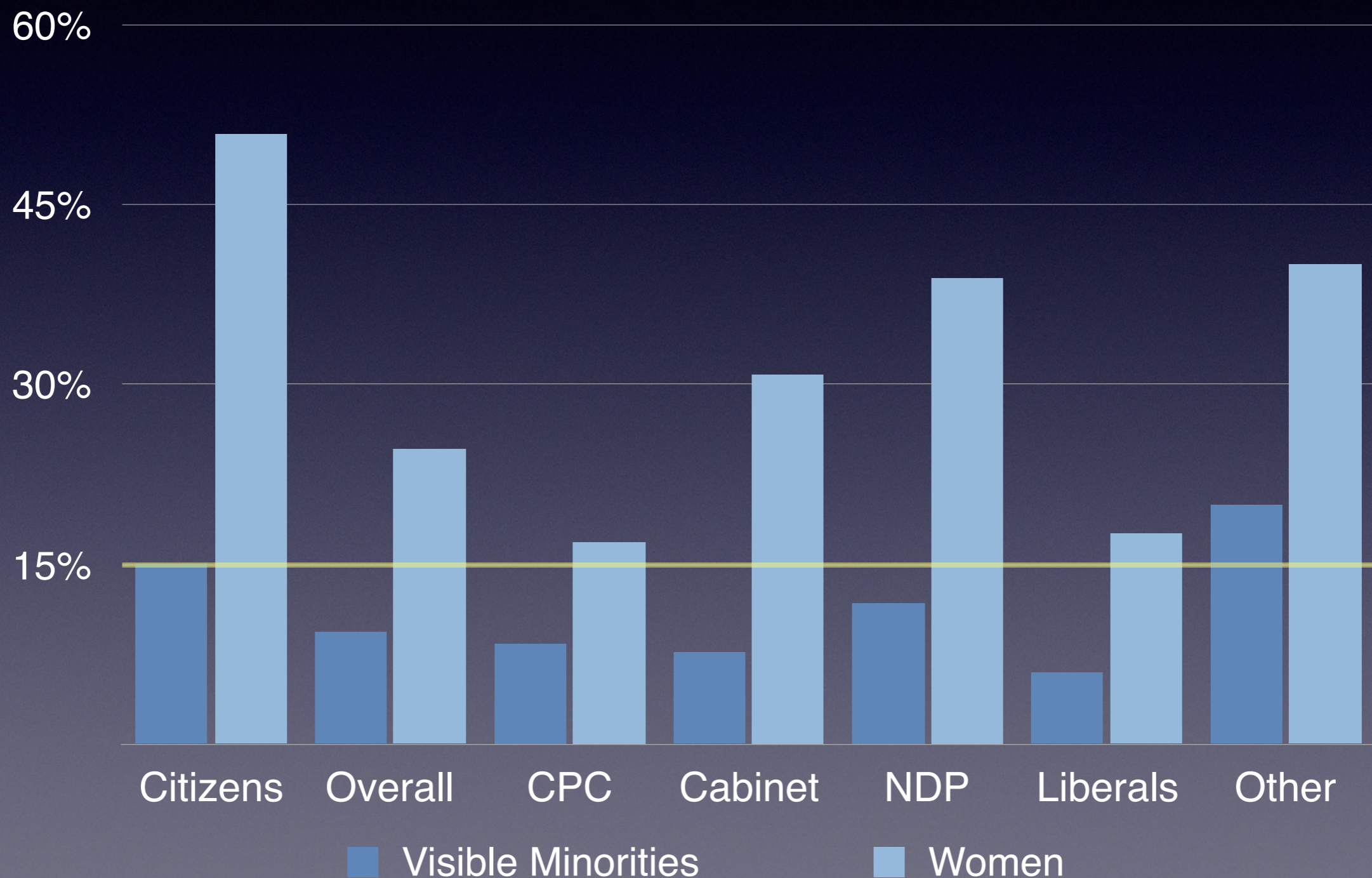


Growth in Candidates

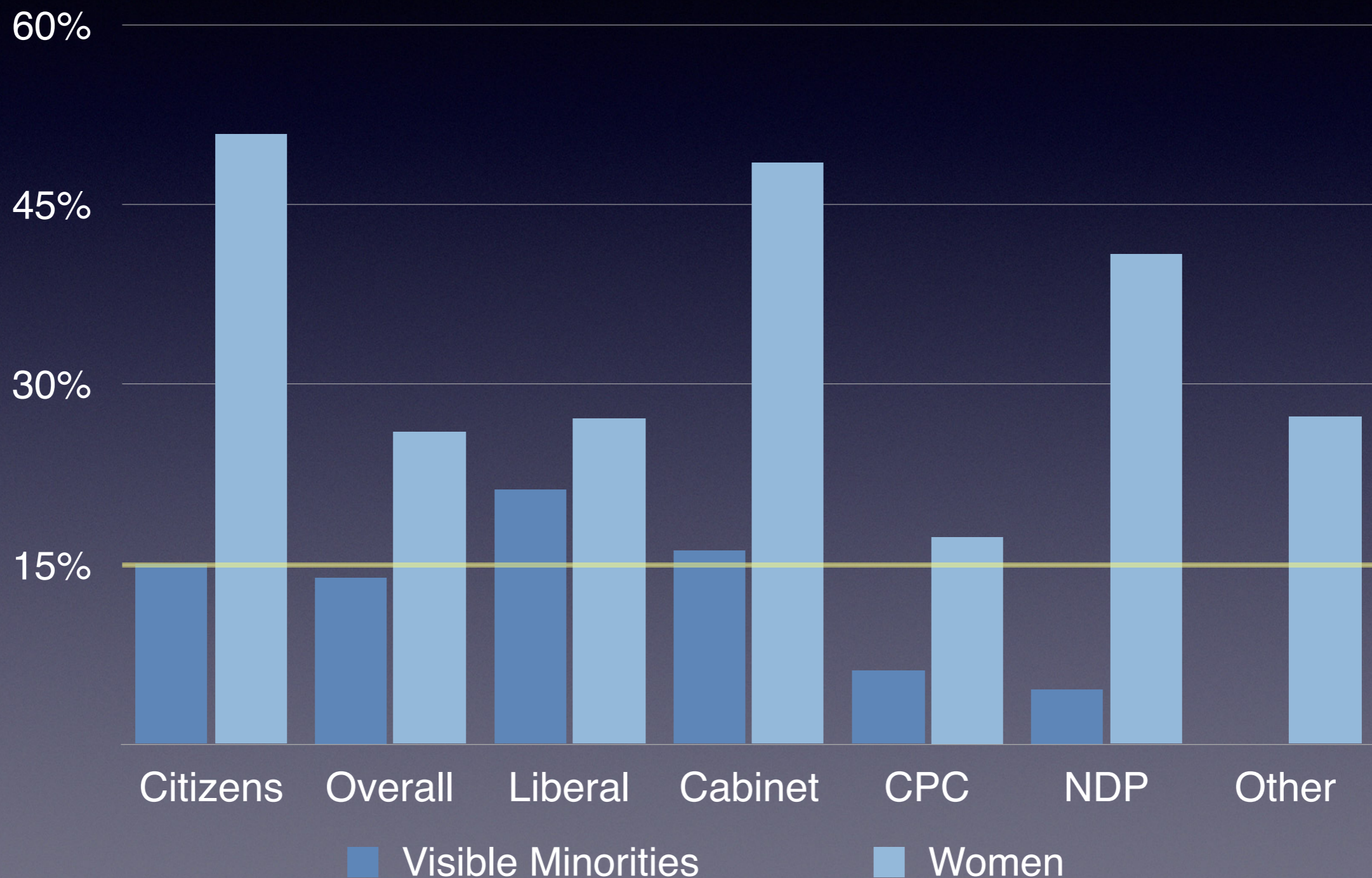
Visible Minority 2004 - 2015 Elections



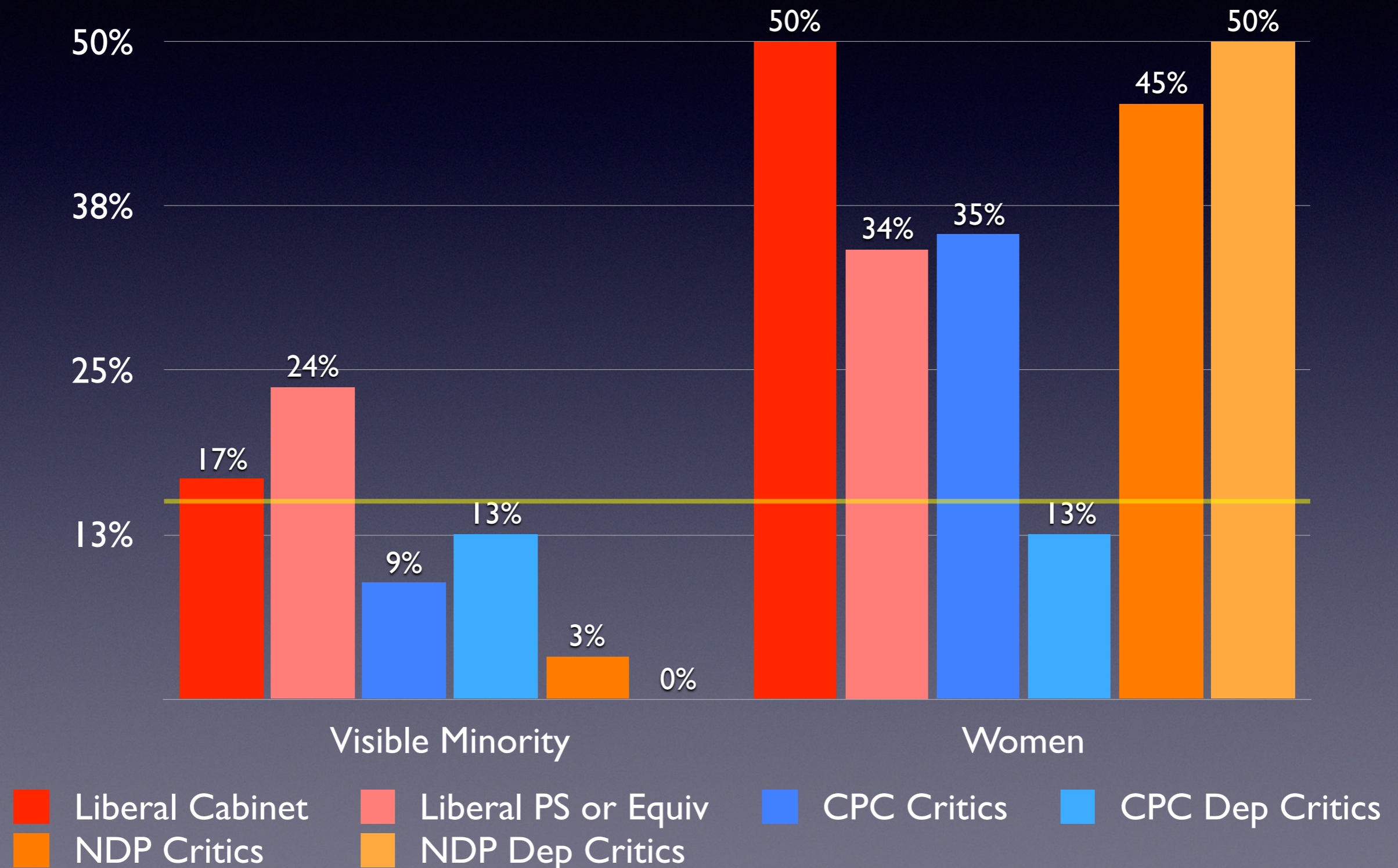
2011 Elections



2015 Elections



Cabinet and Critics 2015



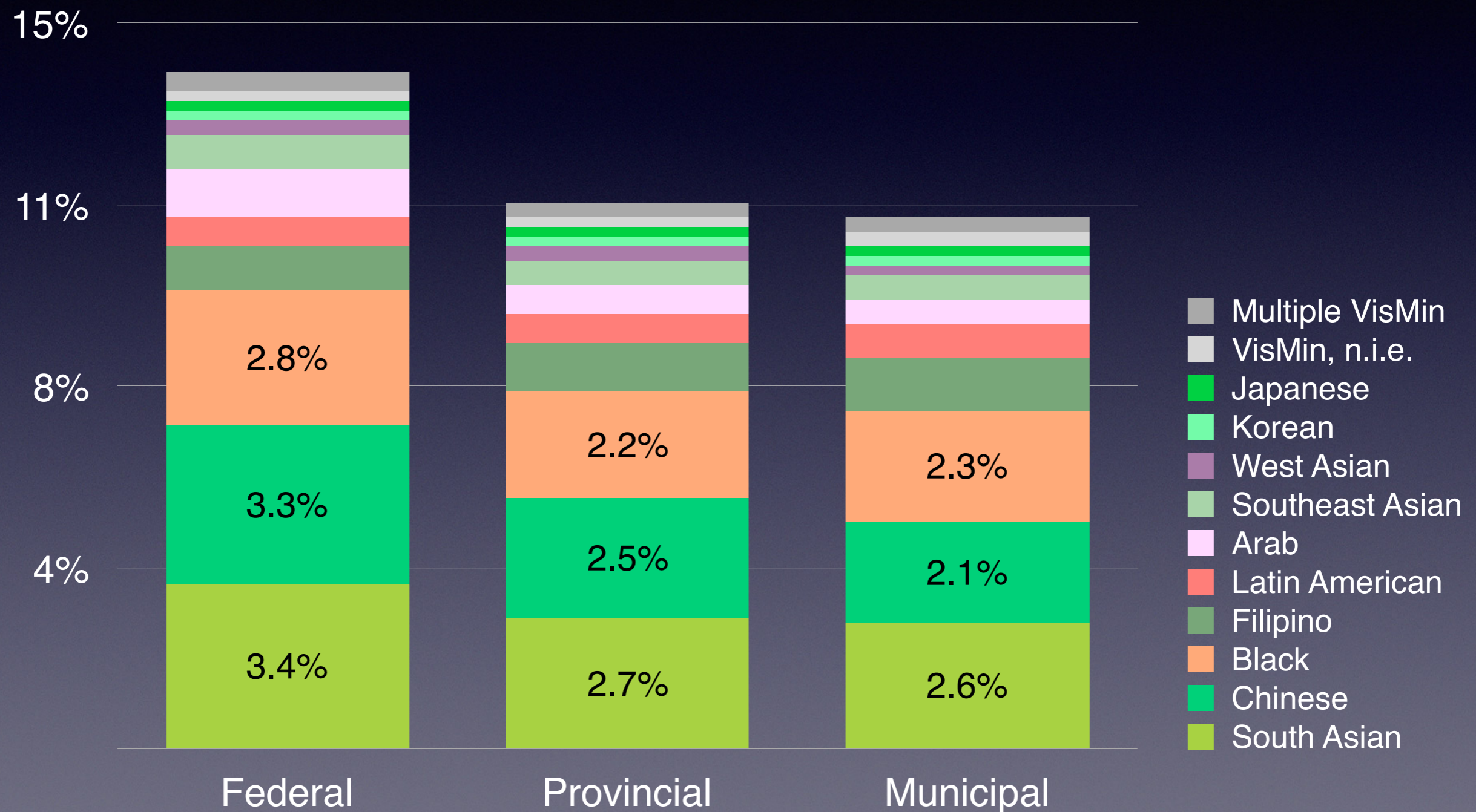
Provincial Representation

Visible Minority Representation Compared to Citizens 2014
(Alberta and PEI 2015)



Employment Equity

Government *Visible* Minority Employees 2011
Age 15 or Greater, All Generations



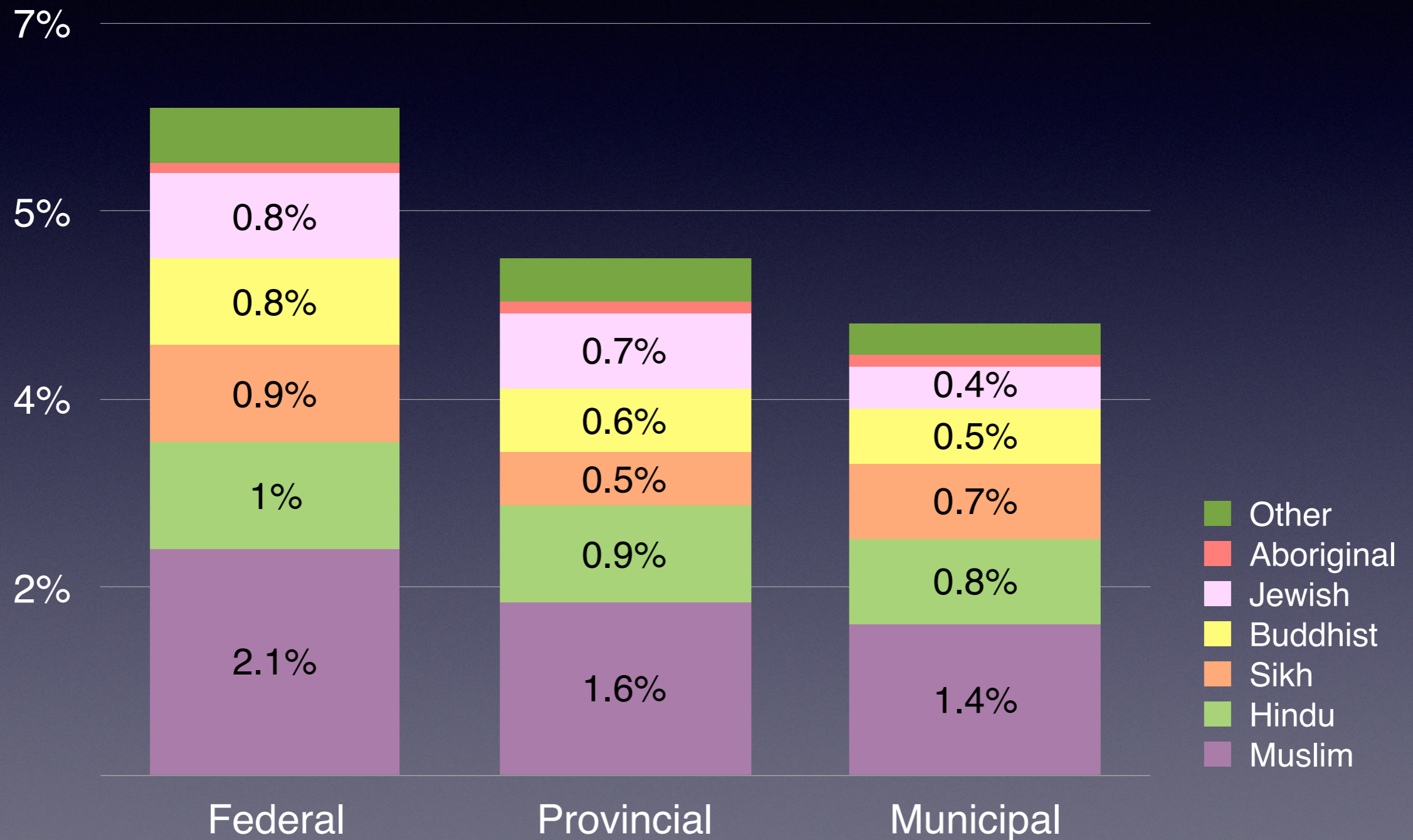
Employment Equity

Large Provinces, Age 15 or Greater, All Generations

PUBLIC ADMINISTRATION VISIBLE MINORITY REPRESENTATION 2011				
	LMA	Federal	Provincial	Municipal
National	15.0%	14.1%	11.3%	11.0%
British Columbia	21.4%	22.4%	15.2%	14.8%
Alberta	14.4%	13.4%	15.6%	11.5%
Ontario	20.3%	19.0%	20.4%	14.9%
Quebec	8.6%	8.4%	6.0%	4.8%

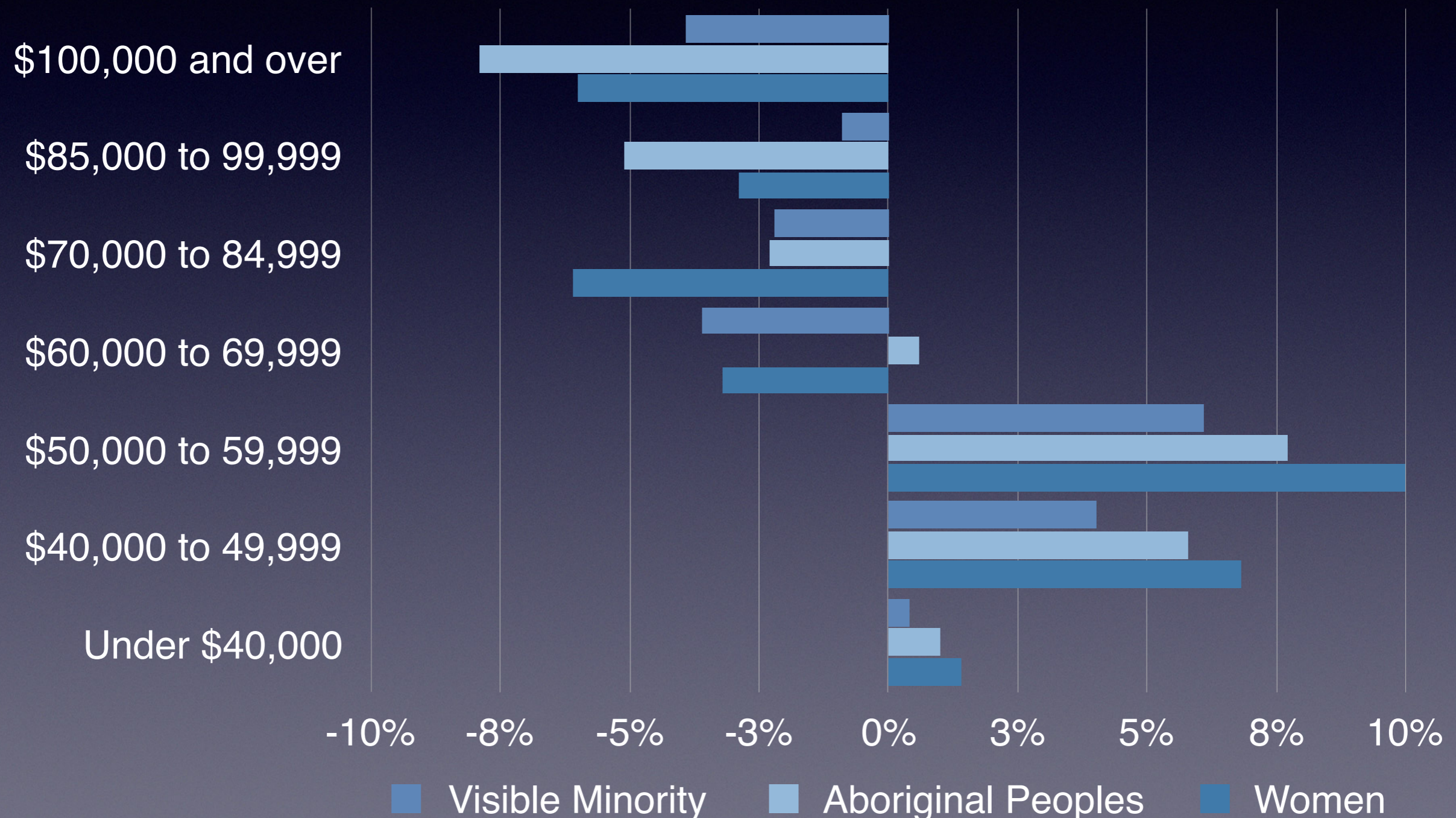
Employment Equity

Government *Religious* Minority Employees 2011
Age 15 or Greater, All Generations



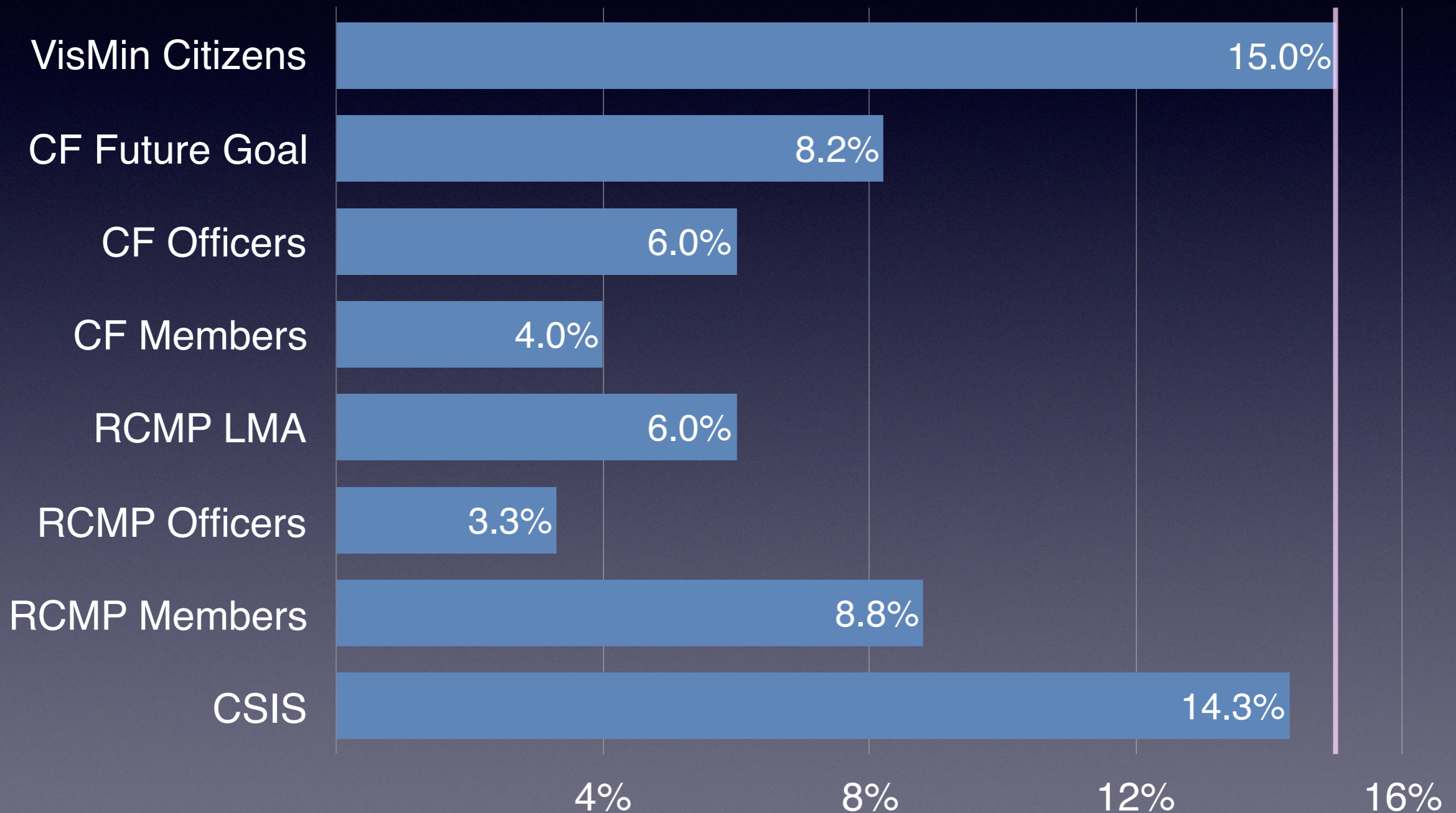
PS Salary Levels

2012-13 Compared to Men — TBS Data



Military, RCMP, CSIS

Employment Equity Visible Minority 2012-13



Provincial Comparisons

Visible Minorities compared to non VisMin

	CA	BC	AB	SK	MB	ON	QC	ATL
<i>Economic</i>								
Below pre-tax LICO 25-64	10.6%	9.4%	6.8%	10.6%	9.3%	9.7%	19.0%	15.0%
Participation Rate 2nd Generation 25-34	-1.3%	0.8%	0.9%	-1.9%	-1.0%	-2.1%	-3.0%	-0.9%
Unemployment 25-64	2.5%	0.8%	1.0%	-0.2%	1.6%	2.9%	6.8%	0.1%
Unemployment 2nd Generation 25-34	0.9%	-0.2%	-0.7%	-4.5%	1.7%	1.5%	2.2%	-2.3%
Median Income 25-64	83.4%	78.5%	77.1%	79.1%	80.2%	81.7%	79.1%	93.4%
Median Income 2nd Generation 25-64	91.0%	93.9%	93.7%	101.5%	88.1%	89.8%	84.6%	101.3%
Median Income 2nd Generation 25-34 University Diploma	101.1%	104.2%	99.7%	87.4%	94.7%	100.0%	95.2%	99.6%
<i>Social</i>								
University Graduation 25-64	15.1%	14.0%	18.5%	25.3%	16.3%	12.7%	13.7%	24.8%
Healthcare Representation compared to LMA	0.5%	0.5%	4.5%	1.5%	4.1%	-0.2%	0.6%	0.4%
Education Representation compared to LMA	-7.6%	-7.1%	-4.4%	-0.1%	-4.2%	-7.3%	-1.6%	1.2%
<i>Political</i>								
Naturalization Rate	85.6%	84.3%	83.8%	78.8%	80.8%	87.0%	85.1%	78.5%
Political Representation compared to citizens	-5.6%	-8.4%	-1.8%	-4.9%	-3.2%	-4.4%	-4.6%	-2.4%
Public Service Representation compared to LMA	-3.7%	-10.6%	-1.7%	-0.8%	-4.6%	-4.0%	-3.8%	-0.2%

International Comparisons

2008 OECD Integration Report

	Canada	AUS	USA	UK	F	D	NL
<i>Social - Education</i>							
PISA G2 compared to native born	1%	19%	8%	-3%	-26%	-23%	-16%
Post-Secondary 15-64 foreign-born	52.1%	38.1%	34.3%	47.3%	24.3%	18.9%	26.2%
<i>Economic</i>							
Household poverty rates	22.9%	20.2%	31.2%	19%	21.1%	13.8%	24%
Unemployment 15-34 G2 compared to native born	-1.9%	-1.5%	-0.6%	2%	5.5%	3.7%	6%
PS Employment 15-34 G2 compared to native born	-0.3%	-3.8%	-3.9%	-0.2%	-5.7%	-12.2%	-5.9%
Home Ownership	68%	70%	52%	48%	47%	39%	45%
<i>Political</i>							
Foreign-born all ages	19.6%	26.5%	12.5%	11.3%	11.6%	12.9%	11.1%
Naturalization 15 or older	75%	70%	49%	42%	56%	33%	70%

Observations, Implications and Risks

Demographic

- More complex, varied diversity — ethnic and religious
- Toronto, Vancouver and Calgary, not MTV
- Dispersion to smaller centres

Implications and Risks

- More debate and discussion regarding “reasonable” accommodation
- More communities and institutions affected

Economic

- Strong participation rates
- Persistence of economic differences
 - But university-educated 25-34 second generation largely comparable
- Quebec outcomes significantly poorer

Implications and Risks

- Weaker inclusion of second-generation non-university educated
- Poorer outcomes for some groups (Black, Latin American)
 - Communities to focus both on external *and* internal barriers
- Ongoing discrimination in hiring

Social

- Strong education outcomes
- Hate crimes and discrimination persist
- Healthcare and education reasonably representative
- More mixed 'ethnic enclaves' than majority ones

Implications and Risks

- Gap between education and economic outcomes
- Challenge in overcoming implicit bias
- Greater prevalence of some groups in support positions

Political

- Immigrant to citizen model at risk
- Under-representation in elected officials and judges
 - But all parties compete for ethnic votes
- Federal public Service largely representative, provincial and municipal less so

Implications and Risks

- Weakened social fabric
 - Increased number of marginalized long-term non-citizens
 - Judicial decisions may not reflect Canada's diversity
 - DND and RCMP need to address weak representation

Overall

- Fundamental policy framework — recognition and equality — remains valid
- Getting it right critical to Canada's overall success
- Canada doing well compared to other countries
- But overall model of integration — from immigrant to citizen — at risk for some groups
- Need to address emerging fault lines

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