

Multiculturalism in Canada

What Census 2016 and Other Data Tell Us

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Data Sources

- Census 2016 (public tables), National Household Survey (NHS) 2011
- General Social Survey 2013, 2014
- Public service and Federally-regulated sectors (FRS) employment equity reports
- Police-reported hate crimes
- OECD Integration Report 2015
- Federal and provincial parliamentary websites

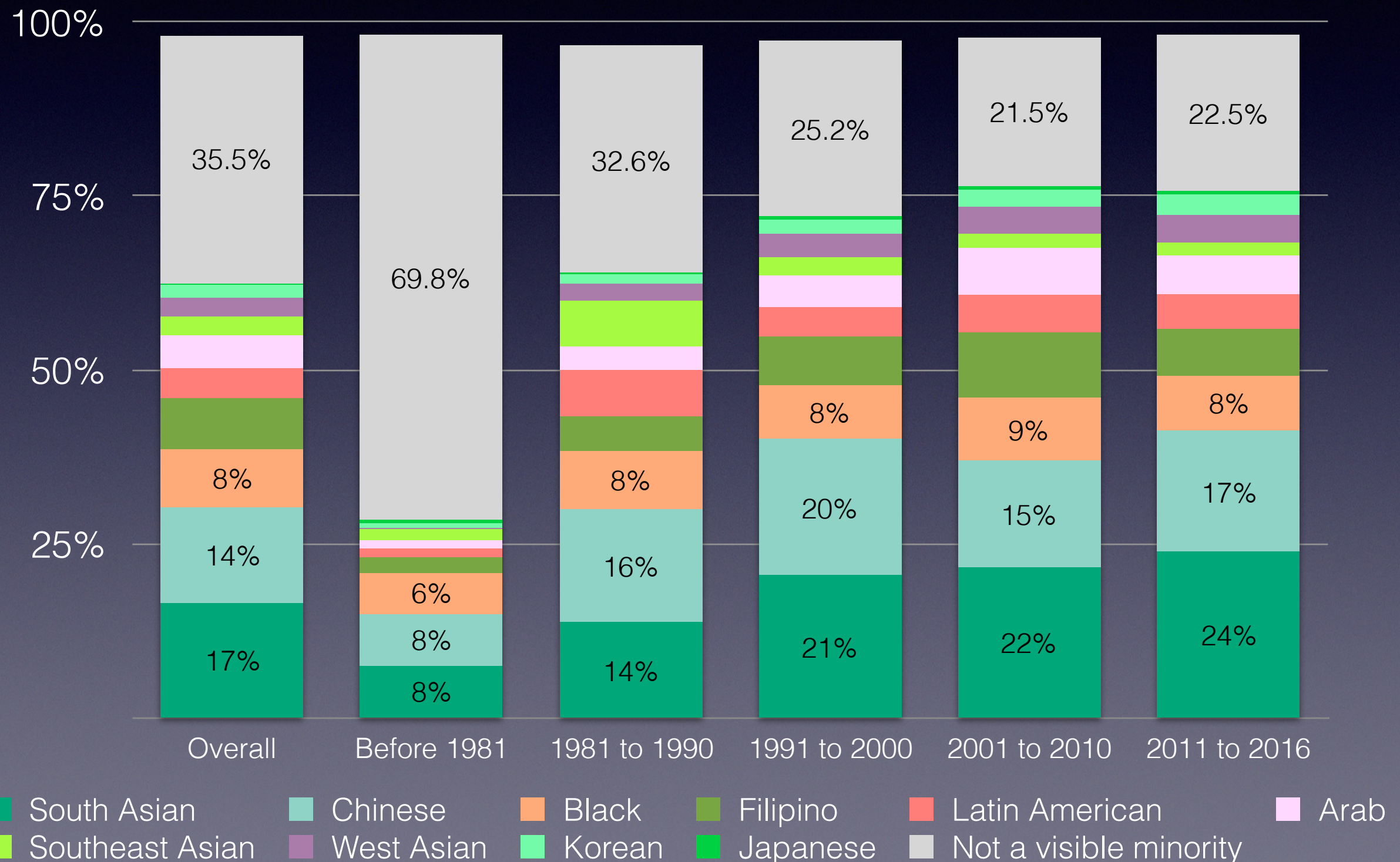
Main Focus

- Economic, social and political outcomes
- Visible minority, 25-34, generation and gender
- Differences between and among visible minorities and non visible minorities
- Policy questions arising from data

Demographics

Immigration Sources

By visible minorities Before 1981 to 2016 — Census 2016



Immigration Sources — Category

Place of Birth - 1980-2016 — Census 2016

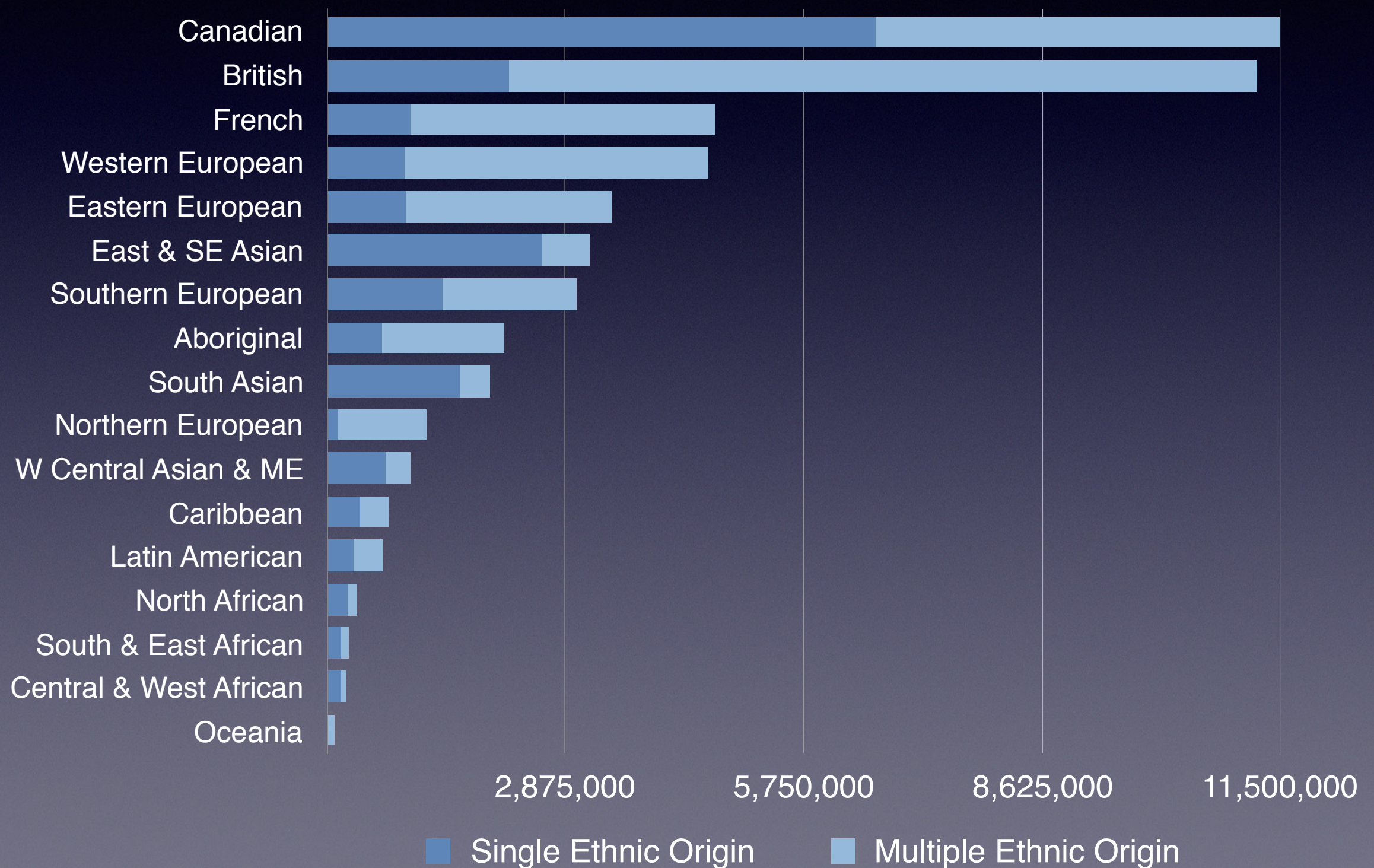
	1980-90			1991-2000			2001-5			2006-10			2011-16		
	E	F	R	E	F	R	E	F	R	E	F	R	E	F	R
Southern Asia	6.6%	17.0%	4.8%	12.7%	25.1%	19.7%	19.5%	28.7%	18.9%	16.0%	24.8%	14.1%	18.8%	21.6%	9.9%
Eastern Asia	20.7%	12.3%	1.8%	30.6%	14.1%	2.3%	25.2%	16.1%	6.5%	17.8%	15.9%	5.7%	14.1%	17.4%	3.6%
Southeast Asia	12.3%	13.0%	33.6%	11.2%	14.4%	5.0%	10.4%	10.6%	1.5%	18.3%	11.2%	4.5%	23.4%	11.3%	1.7%
W Central Asia ME	9.4%	3.5%	8.7%	9.2%	4.8%	19.1%	9.2%	5.8%	22.3%	9.3%	6.5%	21.6%	9.4%	6.2%	42.1%
Eastern Europe	3.6%	5.6%	27.4%	10.4%	7.0%	10.4%	10.7%	6.3%	4.0%	6.8%	5.2%	2.5%	4.6%	4.6%	2.4%
Caribbean	4.9%	13.8%	0.4%	2.3%	10.1%	1.3%	1.9%	6.2%	2.1%	2.0%	6.6%	5.1%	2.3%	6.8%	5.3%
South America	5.0%	7.9%	2.1%	2.3%	5.8%	3.1%	3.3%	4.7%	12.0%	4.1%	4.4%	12.7%	3.2%	4.1%	3.5%
Northern Africa	2.3%	1.3%	0.3%	3.4%	1.5%	2.4%	5.5%	2.6%	2.8%	7.2%	3.7%	1.8%	5.7%	4.4%	2.2%
Southern Europe	7.5%	5.9%	0.7%	3.9%	2.3%	15.6%	1.7%	2.2%	3.7%	1.0%	2.1%	1.5%	1.3%	2.5%	1.0%
Northern Europe	11.4%	4.2%	0.1%	3.4%	2.1%	0.2%	2.5%	2.7%	0.1%	3.8%	2.9%	0.1%	3.1%	2.7%	0.1%
Eastern Africa	2.9%	1.7%	5.1%	1.1%	1.8%	8.5%	1.2%	1.5%	12.4%	1.2%	2.1%	14.9%	1.2%	2.6%	14.5%
Western Europe	5.5%	2.7%	0.6%	4.1%	1.5%	0.8%	3.5%	1.7%	0.4%	4.2%	1.7%	0.3%	4.0%	2.0%	0.2%
Central America	2.3%	2.7%	12.6%	1.2%	3.1%	6.9%	1.0%	2.7%	3.3%	1.5%	3.3%	4.8%	1.5%	3.3%	3.3%
North America	2.6%	5.4%	0.5%	1.6%	3.1%	0.4%	1.6%	4.8%	1.0%	2.1%	5.4%	2.6%	1.8%	5.3%	1.2%
Western Africa	0.6%	0.9%	0.7%	0.7%	1.5%	1.9%	1.1%	1.7%	4.1%	2.6%	2.1%	3.2%	3.3%	2.7%	3.0%

E = Economic, F = Family, R = Refugees

Highlighting: Blue — 5-10 percent, Yellow — 10-20 percent, Orange — Greater than 20 percent

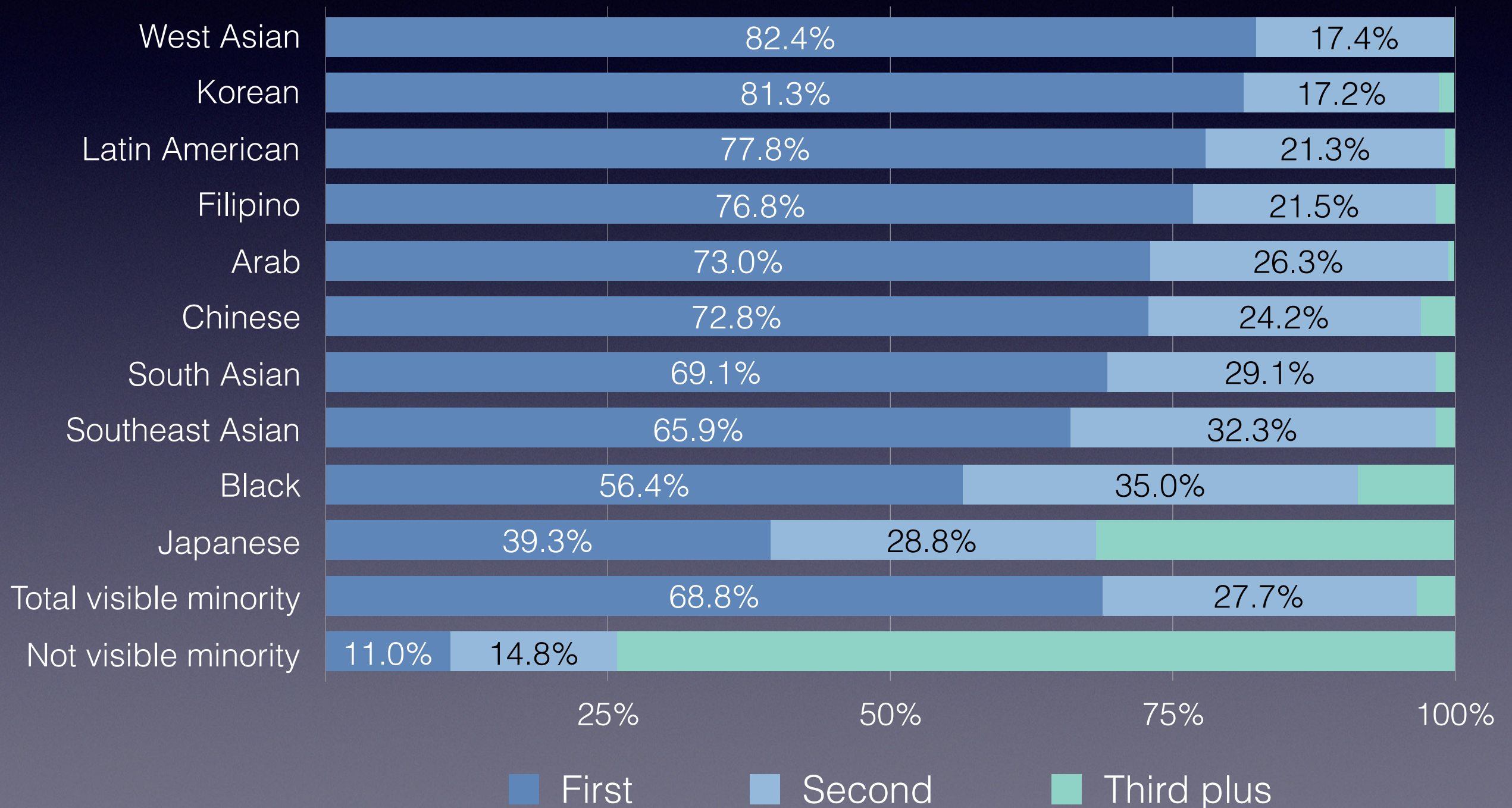
Dominant European Ancestry

All Canadians — Census 2016



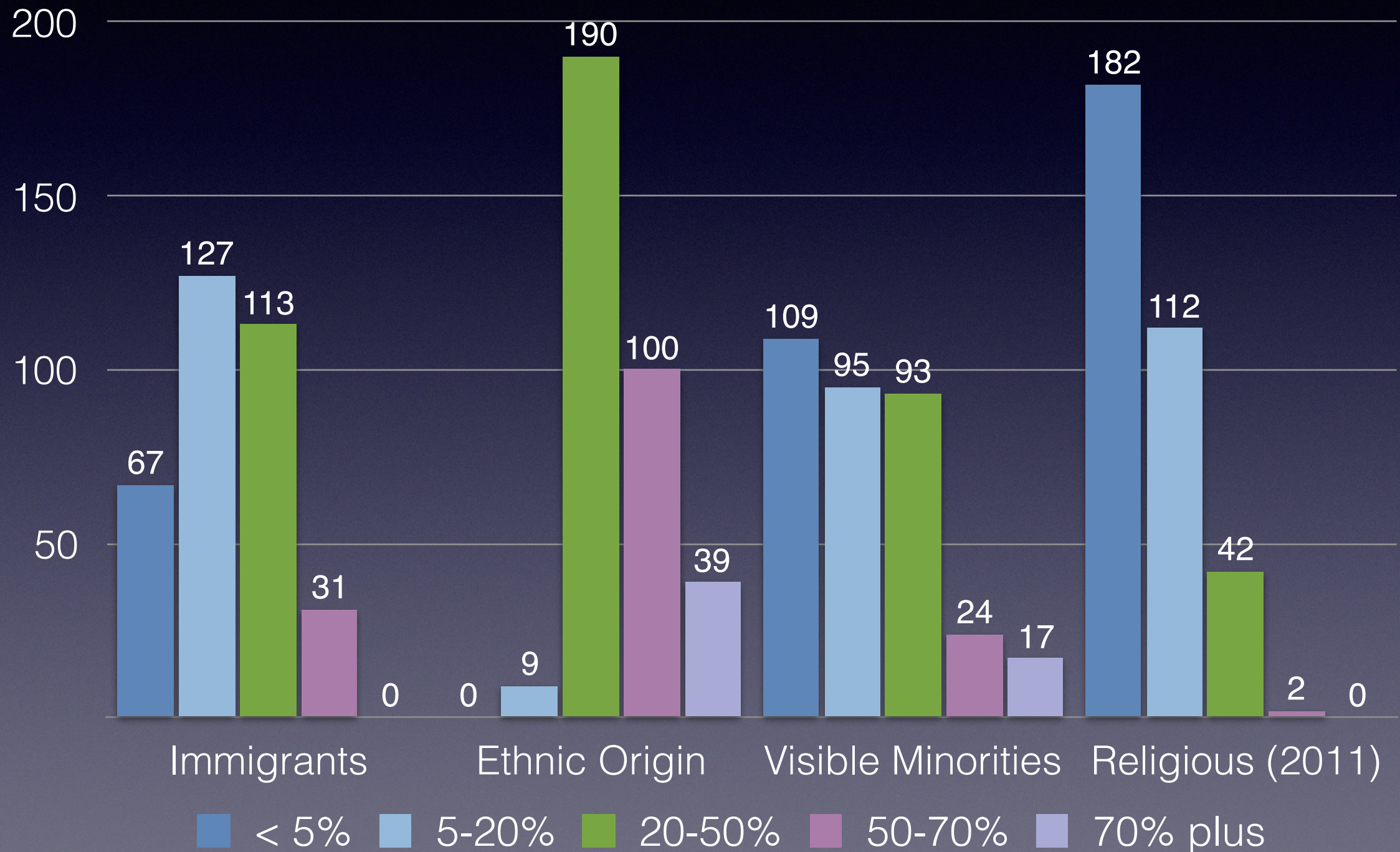
Mainly First Generation

But Growing Second Generation 25-34 — Census 2016



Concentration and Dispersion

Ridings — Immigrants & Minorities — Census 2016



Ethnic origin refers to non-founding: Other than Aboriginal, French, British or Canadian

Economic

Participation — Provinces

25-34 All Generations, All Education Levels — Census 2016

	ON		QC		BC		AB		MB		SK	
	M	F	M	F	M	F	M	F	M	F	M	F
South Asian	90.0%	72.0%	86.5%	65.8%	90.5%	81.0%	92.9%	75.2%	92.0%	72.9%	94.8%	74.9%
Chinese	83.9%	77.6%	73.9%	71.9%	84.1%	77.6%	88.4%	83.5%	75.2%	75.6%	81.8%	71.4%
Black	83.6%	76.4%	85.3%	77.4%	85.5%	78.0%	90.6%	75.0%	86.0%	77.9%	85.4%	74.6%
Filipino	91.5%	88.0%	91.6%	84.4%	91.7%	87.2%	93.0%	86.8%	92.3%	88.2%	95.3%	89.5%
L American	87.6%	77.8%	86.9%	74.7%	87.9%	78.1%	89.7%	77.0%	92.6%	84.9%	97.4%	78.6%
Arab	78.4%	55.2%	82.6%	61.8%	69.0%	43.9%	87.1%	47.1%	65.3%	41.5%	55.3%	26.4%
SE Asian	85.8%	80.2%	87.8%	81.7%	89.8%	81.9%	89.9%	82.7%	85.3%	80.8%	91.3%	83.0%
West Asian	82.4%	66.6%	76.1%	64.0%	85.3%	73.1%	88.6%	69.5%	78.9%	61.8%	96.6%	71.2%
Korean	78.1%	71.5%	74.6%	63.4%	79.2%	70.9%	87.2%	74.4%	75.4%	61.8%		
Japanese	84.9%	74.5%	89.4%	59.8%	85.9%	78.2%	92.3%	80.6%				
Not VisMin	90.4%	84.3%	90.9%	86.5%	91.1%	82.4%	92.8%	81.2%	88.8%	77.4%	90.1%	79.7%
Aboriginal Off Reserve	82.6%	74.1%	83.3%	77.5%	86.0%	73.5%	87.4%	74.0%	81.2%	65.7%	81.1%	67.5%
Highlighting 80 percent or less for men, 75 percent or less for women												

Participation — Provinces

25-34 All Generations, University degree — Census 2016

	ON		QC		BC		AB		MB		SK	
	M	F	M	F	M	F	M	F	M	F	M	F
South Asian	91.7%	76.8%	87.4%	74.5%	91.4%	83.3%	93.9%	77.1%	92.0%	75.1%	96.2%	80.0%
Chinese	86.7%	83.5%	75.6%	74.2%	86.8%	82.0%	88.6%	86.8%	80.8%	79.5%	85.7%	74.0%
Black	88.5%	86.8%	90.8%	84.0%	87.6%	84.4%	93.4%	83.6%	88.8%	86.8%	91.2%	83.0%
Filipino	93.0%	89.1%	89.9%	86.7%	92.5%	88.5%	95.0%	88.5%	95.1%	90.7%	96.8%	92.4%
L American	88.6%	83.3%	85.4%	79.0%	86.6%	80.0%	92.7%	83.7%	82.9%	90.2%	94.4%	82.9%
Arab	83.8%	65.4%	85.1%	67.8%	76.9%	51.5%	88.6%	55.9%	80.6%	51.1%	75.0%	40.9%
SE Asian	89.2%	87.1%	90.8%	87.4%	91.0%	87.7%	92.0%	87.4%	81.8%	85.1%	96.0%	88.1%
West Asian	84.2%	75.1%	74.1%	65.7%	85.2%	77.5%	87.2%	75.1%	81.4%	71.4%	94.3%	67.6%
Korean	82.3%	76.1%	80.6%	62.9%	84.9%	75.9%	88.2%	79.3%	71.0%	62.5%		
Japanese	90.4%	78.8%	93.3%	57.4%	87.7%	84.6%	90.0%	87.5%				
Not VisMin	93.3%	91.5%	93.1%	92.0%	93.5%	90.3%	95.3%	89.9%	94.0%	90.7%	95.0%	90.9%
Aboriginal Off Reserve	91.1%	91.7%	89.0%	92.6%	91.1%	90.4%	94.8%	89.9%	91.5%	89.0%	91.4%	89.3%
Highlighting 80 percent or less												

Participation — Atlantic Canada

25-34 All Generations, All Education Levels

	NL		PEI		NS		NB	
	M	F	M	F	M	F	M	F
South Asian	82.4%	72.5%			88.7%	73.7%	84.5%	76.3%
Chinese	69.9%	77.6%			71.2%	66.7%	0.0%	0.0%
Black					84.0%	76.5%	81.5%	74.8%
Filipino					98.3%	81.8%		
Arab					61.7%	45.6%	55.4%	39.2%
All VisMin	76.9%	70.0%	74.0%	68.0%	80.1%	69.6%	78.7%	70.9%
Not VisMin	86.9%	80.2%	92.4%	87.1%	89.9%	83.6%	90.3%	83.2%
Aboriginal Off Reserve	81.3%	75.1%	83.3%	75.9%	87.9%	81.5%	83.5%	74.7%
Highlighting: 10 percent lower than not VisMin								

Participation — Atlantic Canada

25-34 All Generations, University degree

	NL		PEI		NS		NB	
	M	F	M	F	M	F	M	F
South Asian	80.3%	80.6%			90.7%	74.5%	89.8%	74.2%
Chinese	69.4%	76.9%			74.6%	75.0%		
Black					86.8%	81.0%	90.4%	85.4%
Filipino					95.0%	82.9%		
Arab					74.2%	50.0%	71.4%	64.3%
All VisMin	76.9%	74.7%	77.2%	73.0%	84.0%	71.9%	87.5%	80.3%
Not VisMin	91.6%	91.2%	94.3%	91.7%	93.3%	91.5%	94.9%	92.2%
Aboriginal Off Reserve	88.5%	86.1%	0.0%	80.0%	91.8%	91.6%	90.9%	85.7%
Highlighting: 10 percent lower than not VisMin								

Participation — CMAs

25-34 All Generations, All Education Levels — Census 2016

	Toronto		Montreal		Vancouver		Calgary		Edmonton		Ottawa-Gatineau	
	M	F	M	F	M	F	M	F	M	F	M	F
South Asian	90.2%	71.9%	87.3%	66.0%	90.4%	80.3%	92.8%	73.6%	92.8%	77.6%	91.8%	79.4%
Chinese	85.2%	78.2%	74.0%	71.3%	84.1%	77.8%	90.0%	83.4%	85.7%	84.3%	85.4%	77.4%
Black	83.8%	76.9%	85.3%	78.3%	84.2%	78.5%	89.6%	76.4%	90.8%	73.1%	85.2%	76.5%
Filipino	91.5%	88.4%	91.6%	85.4%	91.8%	86.9%	92.7%	87.4%	92.5%	88.2%	89.1%	87.8%
Latin American	87.7%	77.9%	86.5%	75.1%	87.5%	78.1%	88.3%	79.4%	90.2%	75.3%	90.3%	81.9%
Arab	81.4%	59.6%	82.3%	61.7%	72.4%	46.9%	86.4%	46.0%	86.7%	49.6%	82.0%	61.0%
Southeast Asian	85.8%	79.5%	87.7%	81.8%	89.9%	83.0%	89.5%	82.6%	89.1%	83.5%	87.4%	84.3%
West Asian	82.5%	66.9%	76.6%	64.0%	85.5%	72.7%	89.5%	71.2%	86.9%	66.7%	88.0%	73.7%
Korean	77.9%	71.7%	72.2%	63.1%	78.7%	71.1%	84.9%	76.7%	87.2%	74.8%		
Japanese	83.4%	75.0%	88.4%	62.0%	85.6%	78.9%	90.8%	78.0%				
Not VisMin	91.2%	86.5%	90.7%	86.7%	91.8%	86.2%	93.6%	86%	93.0%	82.7%	92.4%	88.4%
Aboriginal	87.5%	78.4%	84.9%	80.5%	85.3%	78.7%	88.5%	79.9%	86%	73.8%	89.8%	79.3%
Highlighting: 10 percent less than non vismin												

Participation — CMAs

25-34 All Generations, University degree — Census 2016

	Toronto		Montreal		Vancouver		Calgary		Edmonton		Ottawa-Gatineau	
	M	F	M	F	M	F	M	F	M	F	M	F
South Asian	91.9%	76.8%	87.7%	74.2%	91.8%	83.0%	93.7%	76.0%	93.8%	79.2%	92.8%	83.7%
Chinese	88.6%	85.0%	76.3%	73.6%	86.9%	82.3%	90.5%	86.7%	86.1%	86.8%	85.6%	77.7%
Black	89.0%	86.7%	90.9%	84.8%	85.7%	85.8%	91.0%	84.3%	95.3%	82.3%	91.7%	88.5%
Filipino	93.3%	89.0%	90.2%	87.6%	92.9%	87.3%	94.4%	88.6%	94.7%	89.2%	94.2%	90.1%
Latin American	89.8%	83.8%	85.0%	79.0%	86.2%	80.0%	91.2%	86.8%	95.6%	81.2%	91.1%	85.3%
Arab	86.0%	68.4%	84.6%	67.3%	79.1%	54.4%	88.3%	57.5%	86.9%	58.4%	85.5%	70.6%
Southeast Asian	89.3%	88.5%	91.5%	87.0%	91.2%	88.7%	90.6%	89.8%	92.3%	84.0%	91.7%	87.8%
West Asian	84.1%	75.5%	74.9%	65.2%	84.9%	77.6%	86.5%	75.3%	87.9%	72.7%	85.0%	77.3%
Korean	82.9%	76.8%	78.4%	63.1%	85.3%	76.4%	86.4%	76.4%	84.6%	83.1%	85.7%	79.6%
Japanese	88.9%	79.7%	89.3%	60.0%	87.9%	85.4%	94.6%	84.8%	87.5%	92.6%	88.2%	82.6%
Not VisMin	93.4%	91.2%	92.5%	90.7%	93.6%	90.6%	95.6%	90.6%	94.9%	90.1%	94.3%	93.0%
Aboriginal	90.8%	92.5%	85.7%	91.3%	91.5%	93%	97%	93.4%	93.2%	90.6%	95.7%	91.1%
Highlighting: 10 percent less than non vismin												

Unemployment — Provinces

25-34 All Generations, All Education levels — Census 2016

	ON		QC		BC		AB		MB		SK	
	M	F	M	F	M	F	M	F	M	F	M	F
South Asian	6.9%	12.7%	8.1%	14.4%	4.4%	9.0%	7.1%	12.8%	7.0%	12.0%	3.9%	12.8%
Chinese	7.3%	7.4%	8.9%	9.8%	6.9%	6.8%	7.5%	7.2%	7.0%	8.2%	8.3%	10.2%
Black	12.8%	13.3%	13.3%	12.7%	7.8%	9.3%	14.9%	14.3%	9.6%	10.7%	15.0%	10.8%
Filipino	5.3%	5.0%	5.3%	7.1%	4.1%	4.4%	6.1%	5.2%	4.1%	5.1%	3.4%	3.0%
L American	8.1%	10.3%	9.2%	10.5%	5.3%	8.8%	9.4%	10.6%	6.9%	8.3%	6.7%	11.7%
Arab	10.3%	15.5%	11.9%	18.6%	7.1%	20.5%	10.6%	15.2%	14.3%	12.8%	9.5%	10.5%
SE Asian	9.0%	7.3%	5.9%	6.6%	6.4%	5.6%	9.8%	6.1%	6.9%	5.1%	3.2%	4.3%
West Asian	9.3%	12.6%	13.0%	17.9%	7.0%	12.2%	9.2%	18.6%	16.7%	7.1%	7.0%	9.5%
Korean	8.7%	8.6%	17.0%	5.4%	8.7%	7.1%	10.8%	7.3%	6.1%	7.1%		
Japanese	9.4%	6.8%	11.9%	12.2%	5.8%	6.0%	9.0%	6.6%				
Not VisMin	7.1%	6.7%	7.2%	4.5%	7.6%	6.8%	9.7%	7.8%	8.5%	7.3%	9.0%	7.9%
Aboriginal Off Reserve	12.8%	11.9%	13.2%	9.0%	13.8%	11.8%	15.9%	13.1%	14.5%	11.4%	18.1%	16.6%
Highlighting 10 percent unemployment rate or more												

Unemployment — Provinces

25-34 All Generations, University degree — Census 2016

	ON		QC		BC		AB		MB		SK	
	M	F	M	F	M	F	M	F	M	F	M	F
South Asian	6.3%	12.4%	7.1%	13.5%	3.7%	9.3%	5.8%	13.2%	6.2%	13.2%	3.8%	13.8%
Chinese	6.7%	6.4%	9.2%	10.3%	6.7%	6.1%	7.6%	6.7%	5.4%	8.5%	8.0%	11.3%
Black	9.9%	9.7%	11.1%	11.8%	6.0%	6.5%	10.7%	14.1%	6.7%	7.9%	7.5%	10.8%
Filipino	5.1%	4.4%	2.5%	6.2%	2.5%	3.7%	4.3%	5.0%	3.9%	5.9%	3.8%	3.5%
L American	5.3%	9.6%	8.3%	11.9%	4.7%	9.4%	7.1%	12.0%	5.9%	3.6%	0.0%	6.9%
Arab	9.3%	14.8%	10.4%	17.0%	5.7%	23.8%	8.1%	14.2%	8.0%	8.7%	11.1%	22.2%
SE Asian	7.8%	6.8%	5.4%	4.0%	4.5%	5.4%	6.5%	6.4%	5.6%	5.0%	8.3%	5.4%
West Asian	10.3%	12.2%	10.9%	18.6%	5.5%	11.3%	9.5%	14.1%	11.4%	8.0%	6.1%	8.0%
Korean	8.4%	8.0%	12.0%	4.9%	9.0%	6.8%	14.2%	8.5%	9.1%	0.0%		
Japanese	9.3%	4.5%	14.3%	18.5%	2.9%	5.7%	9.3%	6.0%				
Not VisMin	4.8%	4.9%	4.2%	3.5%	5.0%	5.3%	5.2%	5.1%	4.5%	4.7%	3.5%	4.5%
Aboriginal Off Reserve	7%	6.1%	7.4%	3.7%	7.5%	7.3%	8.2%	7%	3.1%	4.0%	6.2%	6.2%
Highlighting: 10 percent unemployment rate or more												

Unemployment — Atlantic Canada

25-34 All Generations, All Education Levels

	NL		PEI		NS		NB	
	M	F	M	F	M	F	M	F
South Asian	9.3%	13.5%			4.2%	15.9%	8.3%	20.7%
Chinese	6.9%	15.8%			10.3%	12.5%	0.0%	0.0%
Black					18.7%	15.8%	14.9%	13.5%
Filipino					7.0%	4.8%		
Arab					11.1%	15.3%	12.9%	15.0%
All VisMin	9.7%	12.0%	2.7%	16.2%	10.7%	13.8%	12.5%	10.6%
Not VisMin	16.7%	11.8%	14.1%	11.2%	11.7%	8.9%	12.6%	8.4%
Aboriginal Off Reserve	21.9%	13.3%	24.0%	13.6%	14.2%	11.7%	19.2%	17.5%
Highlighting: Red — 5 percent greater than not visible minorities, Green — Lower								

Unemployment — Atlantic Canada

25-34 All Generations, University Degree

	NL		PEI		NS		NB	
	M	F	M	F	M	F	M	F
South Asian	11.3%	13.8%			3.6%	14.8%	9.1%	13.0%
Chinese	4.7%	16.7%			9.9%	11.7%		
Black					8.5%	8.2%	6.4%	17.1%
Filipino					0.0%	0.0%		
Arab					10.6%	15.1%	0.0%	0.0%
All VisMin	9.2%	9.4%	4.5%	8.7%	6.5%	11.8%	11.2%	8.2%
Not VisMin	6.5%	6.4%	5.4%	5.5%	7.0%	5.7%	5.3%	5.8%
Aboriginal Off Reserve	5.6%	4.2%	0.0%	0.0%	12.8%	5.1%	10.0%	5.6%
Highlighting: Red — 5 percent greater than not visible minorities, Green — Lower								

Unemployment — CMAs

25-34 All Generations, All Education Levels— Census 2016

	Toronto		Montreal		Vancouver		Calgary		Edmonton		Ottawa-Gatineau	
	M	F	M	F	M	F	M	F	M	F	M	F
South Asian	6.9%	12.7%	8.1%	14.7%	4.1%	9.2%	7.8%	13.9%	6.9%	12.0%	7.5%	10.9%
Chinese	6.9%	7.1%	9.0%	9.8%	6.7%	6.8%	8.7%	7.8%	6.2%	6.4%	8.0%	7.4%
Black	12.7%	13.8%	13.3%	12.3%	6.8%	10.3%	16.5%	14.8%	15.6%	14.6%	16.0%	12.5%
Filipino	5.1%	5.0%	5.6%	7.3%	4.2%	4.3%	6.8%	5.5%	6.1%	6.0%	6.5%	7.6%
Latin American	7.9%	9.9%	9.2%	10.7%	4.7%	9.1%	10.9%	13.0%	8.2%	7.1%	7.4%	8.8%
Arab	9.0%	14.6%	12.2%	18.9%	6.6%	19.3%	13.1%	17.8%	8.9%	12.8%	12.2%	16.5%
Southeast Asian	9.6%	7.7%	6.2%	6.7%	6.0%	5.6%	9.8%	5.6%	8.0%	6.6%	7.2%	3.1%
West Asian	9.6%	12.6%	13.2%	18.3%	7.0%	11.9%	9.1%	21.0%	6.9%	14.7%	11.1%	9.8%
Korean	7.9%	8.1%	21.4%	6.5%	8.3%	7.3%	13.4%	7.3%	8.8%	5.9%	10.3%	10.0%
Japanese	11.0%	7.3%	10.5%	11.4%	4.6%	6.2%	10.1%	6.4%	10.0%	9.8%	0.0%	8.0%
Not VisMin	6.3%	6.3%	6.7%	5.0%	5.3%	5.5%	8.6%	7.1%	9.1%	7.6%	6.8%	5.3%
Aboriginal	11.4%	10.8%	8%	9.5%	10.2%	10.1%	14.6%	12.1%	15.2%	14.6%	8.5%	6.2%

Highlighting: 5 % or greater than not vismin (Men: Red, Women: Orange). Green lower rate.

Unemployment — CMAs

25-34 All Generations, University degree — Census 2016

	Toronto		Montreal		Vancouver		Calgary		Edmonton		Ottawa-Gatineau	
	M	F	M	F	M	F	M	F	M	F	M	F
South Asian	6.3%	12.4%	7.0%	13.6%	3.7%	9.4%	6.2%	14.3%	6.0%	12.5%	6.6%	10.9%
Chinese	6.2%	6.1%	9.1%	10.2%	6.5%	6.0%	8.6%	7.6%	6.2%	5.6%	8.7%	8.0%
Black	9.6%	10.2%	11.1%	11.0%	3.7%	7.3%	14.2%	16.1%	7.4%	13.0%	12.5%	9.8%
Filipino	4.8%	4.3%	4.1%	6.5%	2.6%	3.6%	6.2%	5.6%	4.0%	5.1%	10.2%	7.3%
Latin American	5.5%	8.9%	8.6%	11.8%	4.3%	9.4%	8.4%	14.1%	4.7%	8.4%	5.6%	14.5%
Arab	8.2%	14.6%	10.4%	16.9%	4.5%	21.6%	9.0%	15.7%	7.2%	11.7%	11.2%	16.6%
Southeast Asian	7.1%	7.4%	5.4%	4.3%	5.1%	5.8%	9.6%	6.3%	3.3%	4.5%	4.5%	0.0%
West Asian	9.9%	11.7%	11.8%	18.9%	5.8%	11.8%	10.2%	15.6%	7.4%	10.9%	11.0%	11.8%
Korean	7.7%	7.8%	15.0%	7.5%	9.0%	6.8%	18.4%	9.6%	6.1%	6.8%	10.0%	5.1%
Japanese	9.6%	4.1%	12.0%	25.0%	1.8%	5.6%	8.6%	5.1%	0.0%	12.0%	0.0%	0.0%
Not VisMin	4.9%	5.2%	4.7%	4.3%	4.7%	5.1%	5.4%	5.6%	4.6%	4.9%	5.2%	4.1%
Aboriginal	8.6%	6.8%	9.7%	5.6%	7.6%	7.6%	13.4%	9.8%	4.2%	8.2%	3.6%	4.3%

Highlighting: 5 % or greater than not vismin (Men: Red, Women: Orange). Green lower rate.

Median Salary Gaps

Compared to Not VisMin median salaries
25-34, First and Second generations — Census 2016

	Men		Women		Gender Gap	
	First	Second	First	Second	First	Second
South Asian	85.7%	93.3%	79.4%	113.0%	-6.3%	19.8%
Chinese	76.9%	107.9%	97.8%	135.4%	20.9%	27.4%
Black	71.9%	64.6%	76.7%	84.5%	4.8%	19.9%
Filipino	87.7%	88.8%	93.2%	108.7%	5.5%	19.9%
Latin American	79.8%	73.4%	82.4%	79.5%	2.6%	6.1%
Arab	69.6%	90.6%	66.3%	99.1%	-3.3%	8.5%
Southeast Asian	85.2%	82.8%	83.9%	103.9%	-1.4%	21.2%
West Asian	64.4%	79.1%	71.3%	81.0%	6.8%	1.9%
Korean	72.4%	92.7%	85.9%	112.2%	13.4%	19.5%
Japanese	73.1%	95.8%	63.4%	109.4%	-9.8%	13.6%

Highlighting: Green — 10 better greater than not visible minorities, Red — 20 percent worse
Gender gap: Green 10 percent better than men

Median Salary Gaps — Provinces

Compared to Not VisMin median salaries
25-34, first and second generations — Census 2016

	ON		QC		BC		AB		MB		SK	
	1st	2nd	1st	2nd	1st	2nd	1st	2nd	1st	2nd	1st	2nd
South Asian	82.0%	102.6%	79.1%	94.4%	79.9%	101.9%	74.7%	101.4%	67.6%	78.2%	81.3%	97.3%
Chinese	85.0%	121.0%	73.7%	118.6%	84.0%	113.7%	89.1%	121.8%	65.2%	123.0%	62.4%	105.7%
Black	73.1%	72.7%	73.4%	81.3%	76.6%	80.5%	73.7%	82.5%	74.2%	77.0%	74.3%	79.9%
Filipino	78.1%	95.8%	77.6%	91.8%	87.0%	102.1%	75.4%	100.6%	89.3%	94.0%	88.2%	91.8%
L American	79.3%	78.0%	83.2%	79.6%	78.6%	70.4%	82.0%	84.7%	96.8%	104.7%	90.7%	59.1%
Arab	77.0%	96.9%	70.6%	97.1%	77.2%	78.3%	73.4%	84.2%	65.9%	89.2%	71.6%	49.8%
SE Asian	80.4%	88.8%	76.7%	99.8%	78.1%	94.3%	76.7%	94.6%	74.2%	79.9%	81.7%	90.4%
West Asian	67.0%	82.9%	57.5%	102.6%	69.4%	72.0%	64.8%	76.1%	57.1%		64.2%	
Korean	77.9%	99.0%	86.7%	81.2%	75.3%	100.6%	66.9%	110.7%	39.5%	103.5%		
Japanese	55.4%	112.9%	66.3%	82.1%	62.1%	107.5%	66.1%	97.8%				
Highlighting: Green — 10 percent plus, Orange — 80 percent minus, Red — 70 percent minus												

Median Salary Gaps — Provinces

Compared to Not VisMin median salaries
25-34, Second generation, Gender — Census 2016

	ON		QC		BC		AB		MB		SK	
	M	F	M	F	M	F	M	F	M	F	M	F
South Asian	95.3%	110.8%	94.1%	96.3%	87.8%	119.9%	90.6%	114.8%	64.5%	99.2%	97.9%	104.6%
Chinese	110.8%	133.0%	111.6%	124.7%	95.5%	137.9%	106.5%	141.7%	102.6%	137.6%	97.0%	86.7%
Black	66.1%	80.0%	70.3%	92.0%	72.7%	86.1%	74.3%	90.1%	62.4%	97.4%	65.9%	107.4%
Filipino	88.8%	104.0%	93.0%	91.0%	84.7%	124.6%	92.2%	111.6%	81.3%	109.5%		
L American	74.2%	79.4%	75.9%	83.2%	76.0%	68.1%	76.1%	92.5%	90.8%	117.5%		
Arab	96.7%	99.6%	97.9%	100.0%	67.9%	80.7%	79.2%	85.3%				
SE Asian	82.3%	94.8%	92.2%	107.5%	81.0%	113.9%	80.8%	114.7%	57.0%	101.3%	80.6%	104.6%
West Asian	74.0%	86.7%	104.2%	90.2%	73.6%	55.8%						
Korean	90.7%	105.3%			90.5%	109.5%	101.2%	119.8%				
Japanese	100.6%	131.0%			93.7%	121.9%	99.3%	70.4%				
Aboriginal	73.8%	70.8%	85.1%	76.0%	69.1%	68.2%	77.1%	65.4%	68.0%	75.3%	61.4%	60.4%
Highlighting: Green —10 percent plus, Red — 80 percent minus												

Median Salary Gaps — Atlantic

Compared to Not VisMin median salaries
25-34, First generation, Gender — Census 2016

	NL		PEI		NS		NB	
	M	F	M	F	M	F	M	F
South Asian	55.8%	47.7%			84.8%	97.0%	91.1%	86.0%
Chinese	54.8%	49.5%			68.0%	77.8%		
Black					63.2%	83.5%	64.4%	89.7%
Filipino					72.5%	84.5%		
Arab					71.9%	61.4%	65.5%	65.3%
Southeast Asian							117.7%	94.0%
All VisMin	56.6%	72.4%	79.3%	67.3%	69.7%	79.6%	73.9%	81.3%
Total VisMin	56.6%	72.4%	79.3%	67.3%	69.7%	79.6%	73.9%	81.3%
Aboriginal	88.5%	83.6%	61.3%	84.6%	77.9%	89.2%	69.3%	65.5%
Highlighting: Green — 10 percent plus, Red — 80 percent minus								

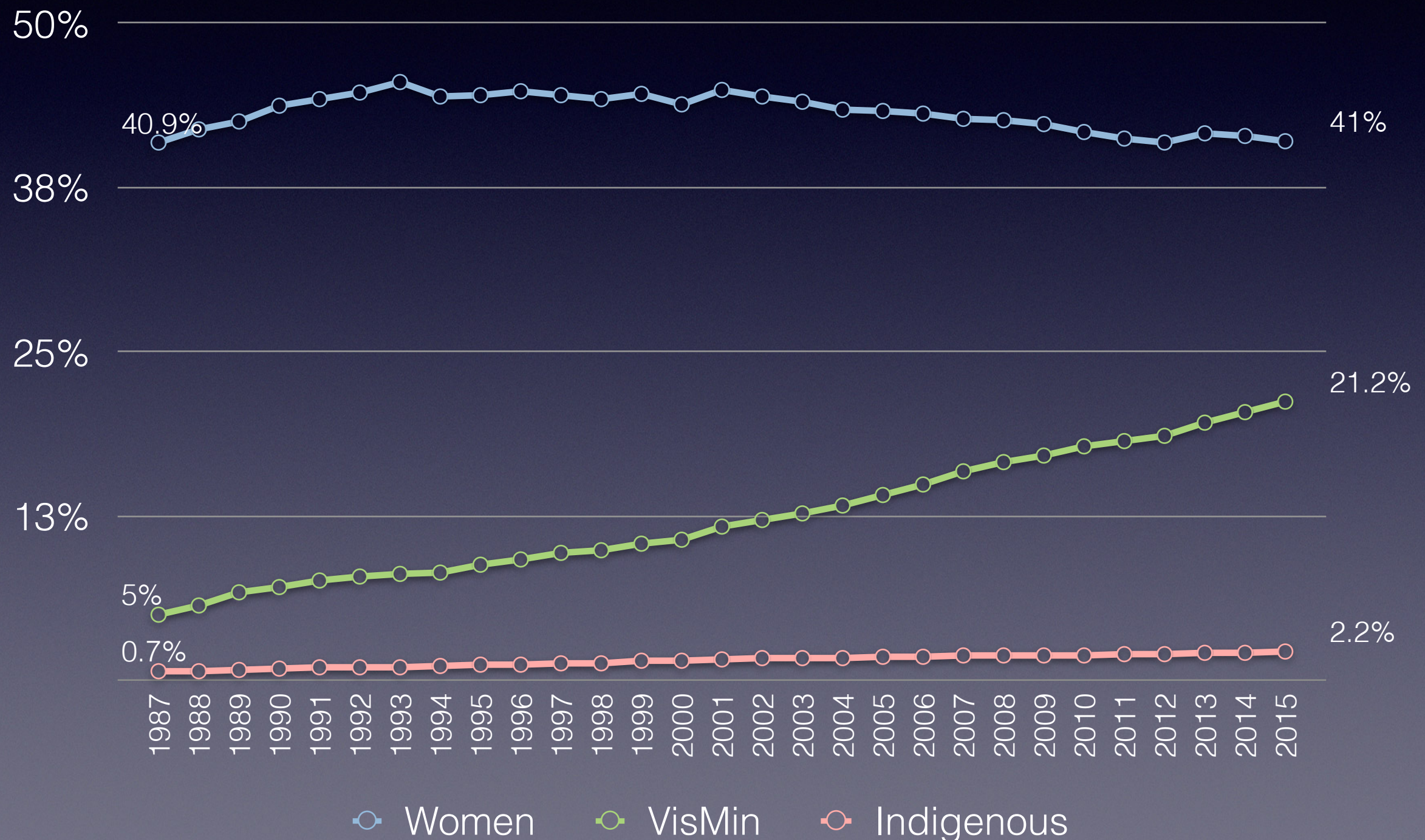
Median Salary Gaps - CMAs

Compared to Not VisMin median salaries
25-34 Second Generation, Gender — Census 2016

	Toronto		Montreal		Vancouver		Calgary		Edmonton		Ottawa Gatineau	
	M	F	M	F	M	F	M	F	M	F	M	F
South Asian	93.2%	129.4%	95.5%	93.5%	87.2%	107.9%	85.6%	110.9%	94.1%	109.1%	103.0%	124.6%
Chinese	109.7%	134.0%	111.3%	122.4%	95.1%	124.3%	107.6%	134.7%	102.5%	130.9%	106.7%	122.8%
Black	63.5%	79.4%	68.8%	89.5%	73.4%	81.8%	72.1%	83.9%	74.3%	90.3%	63.2%	77.7%
Filipino	86.0%	103.0%	87.8%	90.7%	83.0%	113.7%	90.0%	104.0%	93.6%	110.5%	82.0%	104.4%
Latin American	72.1%	150.4%	75.6%	81.7%	74.9%	62.0%	70.0%	98.7%	76.9%	82.5%	119.7%	72.1%
Arab	96.4%	116.5%	97.5%	92.0%	100.1%	72.0%	77.1%	79.1%	78.1%	81.8%	92.8%	87.8%
Southeast Asian	78.0%	113.8%	93.9%	106.0%	78.0%	102.9%	92.2%	114.1%	72.0%	102.9%	90.6%	81.7%
West Asian	72.3%	155.2%	104.0%	83.3%	77.3%	53.1%			99.4%		123.6%	129.8%
Korean	92.0%		54.8%	156.0%	89.5%	98.1%	122.5%	109.6%	71.3%	125.3%		
Highlighting: Green — 10 percent plus, Orange — 80 percent or less, Red — 70 percent or less Compared to Non VisMin												

Federally Regulated Sectors

EE Groups — Banking, Communications, Transport, Other
1987-2015



LICO BT 25-54 — Provinces

Generation Comparison — Census 2016

	ON		QC		BC		AB		MB		SK	
	1st	2nd	1st	2nd	1st	2nd	1st	2nd	1st	2nd	1st	2nd
South Asian	17.7%	6.3%	19.2%	6.7%	27.4%	11.4%	12.5%	5.0%	12.2%	5.2%	23.8%	11.1%
Chinese	24.0%	6.5%	23.3%	6.5%	28.4%	10.0%	26.8%	6.8%	11.3%	4.4%	34.6%	7.5%
Black	24.1%	15.7%	24.8%	16.0%	25.0%	15.7%	23.2%	18.8%	20.0%	9.8%	26.9%	14.8%
Filipino	10.1%	6.0%	12.0%	5.5%	19.7%	6.4%	9.9%	7.7%	7.3%	5.5%	8.0%	5.4%
L American	18.6%	12.9%	18.9%	11.4%	21.6%	15.3%	20.2%	20.5%	11.1%	8.4%	13.1%	8.4%
Arab	34.5%	14.9%	38.2%	13.8%	30.6%	17.6%	43.1%	14.7%	29.4%	15.3%	45.9%	14.3%
SE Asian	17.2%	10.4%	18.4%	11.2%	18.4%	10.1%	19.2%	11.8%	8.9%	7.5%	18.9%	18.0%
West Asian	33.3%	14.8%	34.7%	14.9%	38.7%	12.1%	31.9%	19.5%	19.0%	11.6%	31.9%	25.0%
Korean	30.9%	11.0%	31.2%	10.7%	35.1%	13.7%	33.0%	11.3%	19.0%	8.6%		
Japanese	20.2%	9.8%	21.8%	9.8%	22.7%	9.5%	21.5%	10.3%				
Not VisMin	13.0%	8.0%	12.7%	7.6%	17.3%	9.8%	12.8%	9.8%	8.1%	6.0%	11.1%	8.0%
Highlighting 30 percent or more for first generation, 15 percent or more for second												

LICO BT 25-54 — Provinces

First generation — Census 2016

	ON		QC		BC		AB		MB		SK	
	M	F	M	F	M	F	M	F	M	F	M	F
South Asian	19.5%	19.0%	28.3%	26.5%	12.9%	12.2%	12.5%	11.8%	24.2%	23.3%	17.8%	17.6%
Chinese	23.4%	23.1%	29.1%	28.0%	25.4%	27.8%	11.5%	11.2%	35.6%	33.8%	29.4%	26.2%
Black	22.3%	26.8%	24.0%	25.8%	21.1%	25.5%	18.3%	21.8%	25.7%	28.0%	16.8%	15.7%
Filipino	7.6%	14.6%	13.2%	23.0%	6.9%	11.8%	6.0%	8.1%	7.5%	8.4%	5.1%	5.7%
L American	17.8%	20.0%	21.0%	22.1%	20.6%	20.0%	11.3%	11.0%	13.2%	13.1%	7.4%	8.0%
Arab	37.1%	39.4%	31.1%	29.9%	41.3%	45.2%	28.2%	30.9%	46.0%	46.1%	36.9%	37.9%
SE Asian	17.5%	19.1%	17.4%	19.1%	18.5%	19.7%	9.1%	8.6%	17.0%	20.5%	12.4%	11.1%
West Asian	34.8%	34.7%	37.6%	39.7%	31.1%	32.7%	19.1%	18.9%	30.1%	34.1%	18.1%	16.7%
Korean	31.5%	31.0%	37.5%	33.7%	31.5%	34.1%	18.2%	19.5%	51.4%	47.7%		
Japanese	25.4%	20.6%	28.6%	21.4%	25.2%	20.3%	8.2%	10.4%				
Not VisMin	12.6%	12.8%	17.6%	17.1%	13.0%	12.7%	8.2%	8.0%	11.1%	11.1%	8.2%	6.9%
Aboriginal	20.9%	26.7%	21.4%	23.5%	21.1%	26.9%	13.4%	18.5%	22.0%	31.8%	21.2%	31.1%

Highlighting: Red — 20 percent > not VisMin, Green: Less than not VisMin

LICO BT 25-54 — Provinces

Second generation — Census 2016

	ON		QC		BC		AB		MB		SK	
	M	F	M	F	M	F	M	F	M	F	M	F
South Asian	6.7%	6.8%	11.9%	10.6%	4.8%	5.3%	5.1%	5.2%	11.8%	10.3%	3.7%	6.8%
Chinese	7.3%	5.7%	10.2%	9.8%	7.7%	5.9%	4.3%	4.6%	9.9%	4.2%	7.1%	6.4%
Black	14.4%	17.5%	16.0%	15.5%	18.8%	19.0%	8.9%	10.8%	13.9%	15.7%	10.3%	10.3%
Filipino	5.5%	5.5%	7.5%	5.0%	6.4%	9.1%	4.9%	6.2%	5.2%	5.6%	0.0%	8.8%
L American	10.8%	12.0%	15.0%	15.7%	17.8%	23.4%	8.1%	8.6%	10.3%	6.8%	18.8%	13.6%
Arab	13.0%	14.8%	18.0%	17.1%	10.3%	20.0%	13.8%	17.1%	22.2%	16.7%	18.2%	0.0%
SE Asian	10.9%	11.5%	11.3%	8.8%	13.9%	9.6%	5.7%	9.5%	17.4%	15.9%	0.0%	0.0%
West Asian	14.7%	15.3%	15.0%	8.9%	18.2%	21.3%	14.8%	13.3%	0.0%	0.0%	0.0%	0.0%
Korean	11.7%	9.7%	25.0%	9.7%	11.9%	11.4%	15.0%	2.8%	30.0%	40.0%		
Japanese	10.8%	8.5%	13.0%	7.7%	8.7%	11.6%	6.6%	5.1%				
Not VisMin	7.4%	7.7%	10.3%	9.4%	9.5%	10.0%	5.9%	6.1%	7.7%	8.2%	6.0%	6.5%
Aboriginal	20.9%	26.7%	21.4%	23.5%	21.1%	26.9%	13.4%	18.5%	22.0%	31.8%	21.2%	31.1%

Highlighting: Green — Lower LICO BT prevalence than not VisMin, Red — 5 percent or more

LICO BT 25-54 — Atlantic

First generation — Census 2016

	NL		PEI		NS		NB	
	M	F	M	F	M	F	M	F
South Asian	22.8%	15.5%			23.7%	16.7%	20.5%	15.6%
Chinese	33.0%	22.0%			38.0%	32.7%		
Black					29.9%	24.3%	25.4%	21.1%
Filipino					9.2%	11.6%		
Arab					48.3%	51.9%	55.6%	62.4%
Southeast Asian							52.5%	43.1%
All visible minorities	26.3%	23.2%	42.2%	43.5%	30.8%	27.7%	35.1%	33.4%
Not VisMin	8.6%	10.0%	9.3%	11.7%	12.9%	12.3%	10.6%	10.6%
Aboriginal	13.4%	15.1%	17.7%	27.2%	16.5%	22.1%	22.4%	29.9%
Highlighting: Red — 20 percent > not VisMin, Green: Less than not VisMin								

LICO BT 25-54 — CMAs

First Generation — Census 2016

	Toronto		Montreal		Vancouver		Calgary		Edmonton		Ottawa-Gatineau	
	M	F	M	F	M	F	M	F	M	F	M	F
South Asian	19.8%	19.3%	28.0%	26.2%	13.8%	13.3%	13.1%	12.7%	12.6%	11.5%	16.7%	15.7%
Chinese	23.7%	23.9%	29.7%	28.8%	25.4%	28.1%	10.7%	11.1%	13.0%	11.3%	17.4%	16.3%
Black	23.1%	27.5%	23.9%	25.8%	23.3%	28.5%	18.9%	22.5%	19.1%	23.9%	24.6%	28.5%
Filipino	7.9%	15.8%	13.2%	23.6%	6.9%	12.7%	6.5%	9.9%	6.0%	8.3%	10.9%	13.3%
Latin American	19.7%	22.1%	21.3%	22.9%	21.5%	21.5%	11.9%	11.3%	12.0%	13.0%	16.8%	17.2%
Arab	35.0%	36.8%	31.9%	30.5%	41.7%	45.4%	28.6%	31.4%	30.1%	33.3%	34.5%	38.4%
Southeast Asian	19.6%	21.9%	17.4%	19.0%	19.4%	21.2%	8.6%	8.6%	10.2%	9.1%	14.4%	16.4%
West Asian	37.2%	37.0%	37.8%	39.8%	31.8%	33.4%	16.6%	18.0%	23.5%	21.6%	25.8%	23.9%
Korean	31.6%	30.9%	39.4%	36.6%	31.8%	34.0%	20.1%	21.2%	18.1%	19.7%	28.6%	23.1%
Japanese	26.9%	24.3%	30.9%	23.5%	26.6%	21.3%	8.6%	9.1%	12.5%	15.9%	16.7%	9.5%
Not VisMin	14.8%	15.1%	18.5%	18.3%	14.1%	14.1%	9.1%	8.4%	8.3%	8.6%	10.9%	10.4%
Aboriginal	20.7%	24.3%	20.9%	19.9%	23.1%	25.4%	14.3%	18.3%	14.1%	19.1%	15.6%	18.3%
Highlighting: 10 % or greater than not vismin (Men: Red, Women: Orange). Green lower rate.												

LICO BT 25-54 — CMAs

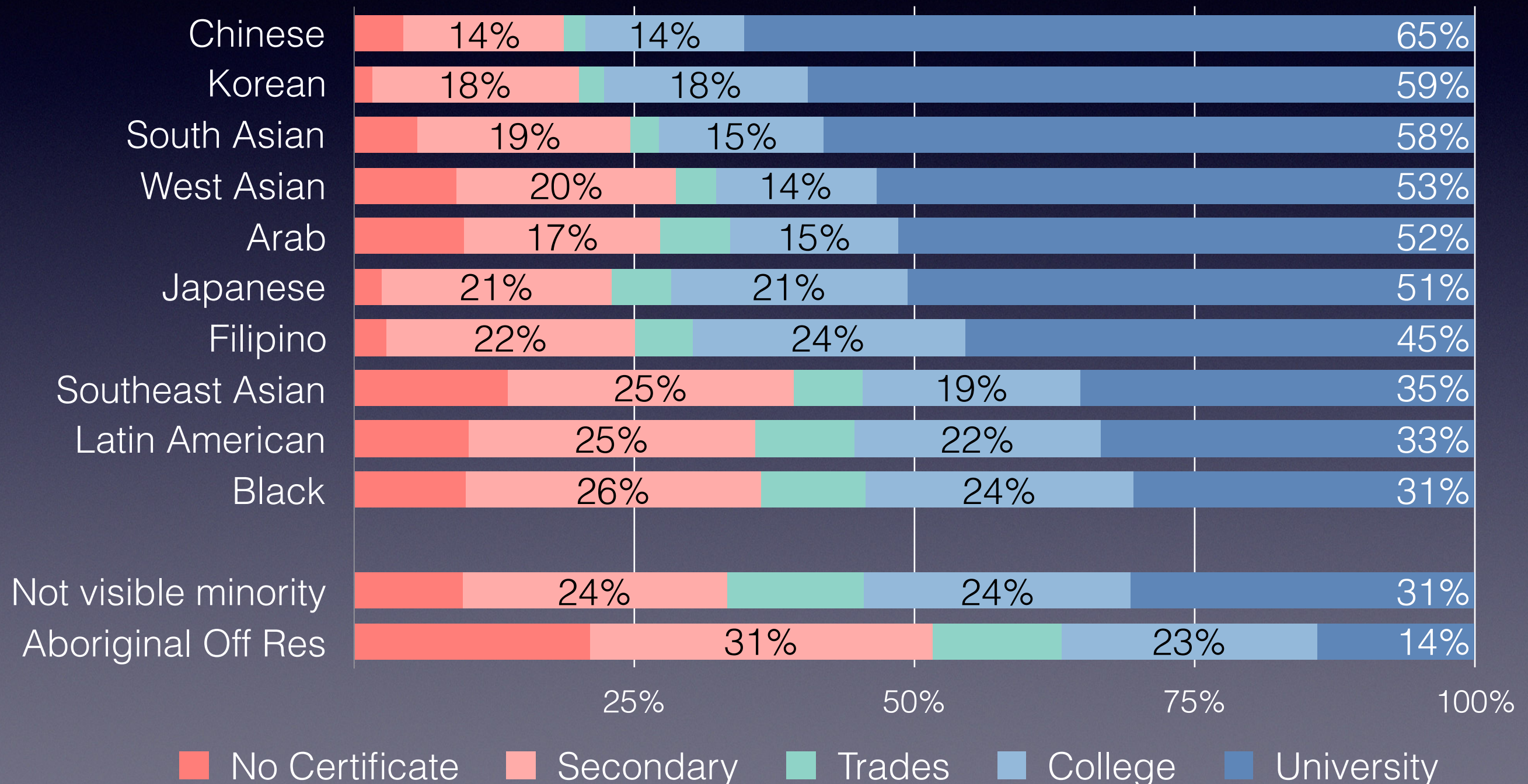
Second generation — Census 2016

	Toronto		Montreal		Vancouver		Calgary		Edmonton		Ottawa-Gatineau	
	M	F	M	F	M	F	M	F	M	F	M	F
South Asian	6.6%	6.9%	12.0%	11.0%	4.8%	5.4%	4.2%	5.6%	6.6%	5.0%	9.0%	5.8%
Chinese	7.3%	5.8%	9.7%	9.6%	7.5%	6.0%	3.6%	4.0%	5.1%	4.9%	8.3%	5.5%
Black	14.7%	17.8%	16.2%	15.6%	18.7%	19.3%	8.5%	7.8%	9.1%	13.2%	13.7%	15.5%
Filipino	5.0%	5.9%	7.0%	5.1%	6.7%	9.0%	4.9%	5.8%	4.6%	5.8%	18.2%	0.0%
Latin American	10.6%	11.9%	15.1%	16.1%	21.1%	25.6%	8.6%	9.3%	9.7%	8.7%	13.0%	12.1%
Arab	13.8%	15.8%	18.6%	17.5%	15.4%	23.3%	12.7%	18.8%	16.2%	16.1%	9.6%	12.0%
Southeast Asian	11.9%	12.1%	11.6%	9.4%	14.4%	9.7%	5.5%	8.8%	5.2%	12.5%	6.0%	9.2%
West Asian	13.6%	17.3%	13.2%	10.0%	15.8%	23.5%	33.3%	0.0%	13.3%	0.0%	9.1%	0.0%
Korean	12.4%	9.8%	22.2%	0.0%	11.0%	11.4%	20.5%	0.0%	8.7%	0.0%	0.0%	15.8%
Japanese	10.1%	7.9%	14.3%	9.1%	9.5%	12.6%	10.9%	7.7%	10.0%	11.8%	10.5%	11.5%
Not VisMin	7.7%	7.8%	10.5%	9.4%	10.1%	10.4%	6.3%	6.5%	6.2%	5.9%	7.3%	7.1%
Aboriginal	20.7%	24.3%	20.9%	19.9%	23.1%	25.4%	14.3%	18.3%	14.1%	19.1%	15.6%	18.3%
Highlighting: 5 % or greater than not vismin (Men: Red, Women: Orange). Green lower rate.												

Social

Education Level

25-34 All Generations, Men and Women — Census 2016



Education — Gender Difference

25-34 All generations — Census 2016

	No certificate	Secondary	Trades	College	University
South Asian	-0.4%	-2.9%	-1.5%	-0.8%	5.9%
Chinese	-0.7%	-4.4%	-1.1%	-1.7%	7.6%
Black	-1.9%	-10.2%	-2.3%	6.5%	6.8%
Filipino	-1.8%	-9.5%	-4.0%	-0.6%	14.8%
L American	-5.3%	-7.0%	-3.1%	5.3%	9.6%
Arab	1.2%	-2.1%	-2.0%	0.2%	1.6%
SE Asian	-1.5%	-5.9%	-0.8%	1.8%	5.8%
West Asian	0.2%	-6.0%	-1.5%	-1.3%	8.1%
Korean	-0.7%	-9.3%	-1.5%	-0.9%	10.7%
Japanese	-1.0%	-5.7%	-4.8%	4.0%	6.9%
Not VisMin	-4.1%	-6.8%	-9.4%	6.5%	12.8%

Highlighting: Green — 5 percent or more women over-representation
 Red — Neg 5 percent or less under-representation

Education & Unemployment

Compared to Not Visible Minority
25-34 All generations — Census 2016

	No Certificate		Secondary		Trades		College		University	
	M	F	M	F	M	F	M	F	M	F
South Asian	-9.0%	-0.8%	-2.4%	4.1%	-0.7%	5.0%	1.3%	4.1%	1.0%	7.5%
Chinese	-7.3%	-5.7%	-1.3%	0.6%	-2.5%	1.3%	1.4%	1.8%	2.2%	2.1%
Black	4.4%	5.5%	5.6%	7.5%	5.9%	8.4%	4.2%	5.5%	5.2%	6.0%
Filipino	-9.9%	-9.6%	-3.9%	-3.7%	-3.0%	-0.8%	-1.1%	-0.8%	-0.6%	-0.1%
Latin American	-6.0%	-2.0%	-0.8%	1.5%	2.1%	3.7%	1.3%	2.3%	1.8%	5.6%
Arab	-0.9%	6.9%	3.5%	10.8%	3.2%	13.7%	4.6%	10.8%	4.6%	11.2%
Southeast Asian	-7.0%	-7.9%	-0.6%	-2.2%	-1.2%	1.7%	1.5%	-0.4%	1.6%	1.3%
West Asian	-4.9%	4.3%	-0.5%	4.8%	-0.7%	16.1%	2.4%	5.0%	4.5%	8.3%
Korean	-0.7%	-17.2%	-0.8%	-0.5%	-3.4%	-0.1%	3.0%	3.3%	4.5%	2.7%
Japanese	7.2%	-17.2%	1.4%	-1.7%	0.3%	1.5%	-1.8%	2.3%	2.2%	1.1%
Aboriginal Off Reserve	9.7%	11.9%	5.4%	5.6%	6.0%	6.3%	5.4%	4.2%	2.4%	1.1%
Highlighting ±5 percent compared to not visible minority										

Education & Income

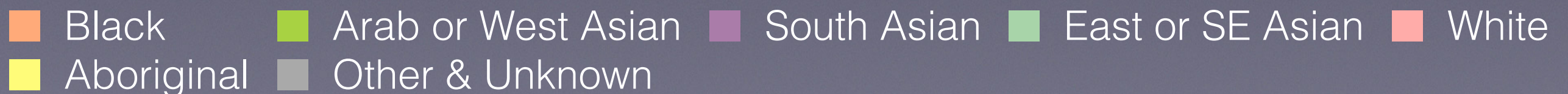
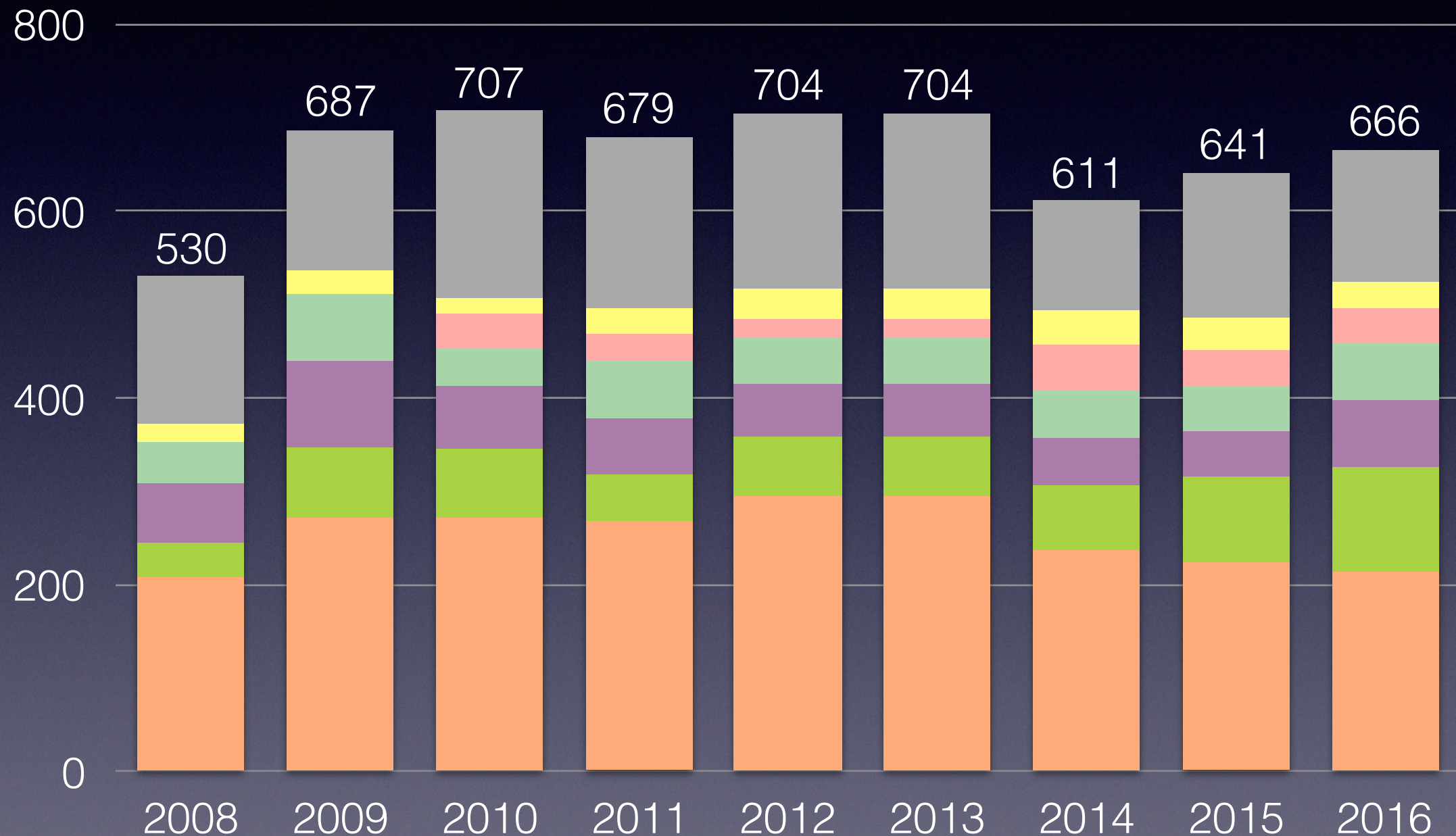
Compared to Not Visible Minority
25-34 All generations — Census 2016

	No Certificate		Secondary		Trades		College		University	
	M	F	M	F	M	F	M	F	M	F
South Asian	88.1%	99.0%	76.2%	77.5%	73.6%	88.2%	73.1%	83.1%	80.5%	69.1%
Chinese	59.7%	88.1%	62.5%	74.0%	70.3%	98.8%	68.6%	84.5%	88.0%	93.1%
Black	76.1%	91.6%	69.4%	80.6%	58.4%	78.2%	65.4%	78.0%	66.8%	75.3%
Filipino	106.3%	138.2%	89.2%	101.8%	74.8%	104.1%	80.5%	89.7%	72.4%	68.4%
Latin American	86.8%	93.3%	80.9%	81.5%	66.6%	87.0%	74.2%	85.6%	70.3%	68.3%
Arab	71.6%	80.7%	62.2%	60.1%	50.4%	51.9%	61.0%	65.8%	73.9%	62.3%
Southeast Asian	93.2%	107.7%	78.4%	93.7%	76.4%	88.0%	77.5%	91.6%	89.5%	88.5%
West Asian	66.3%	81.7%	61.5%	68.4%	45.6%	63.0%	64.9%	74.0%	56.4%	54.9%
Korean	79.9%	78.4%	58.9%	68.5%	69.8%	73.9%	63.4%	72.5%	70.2%	70.2%
Japanese	75.6%	106.2%	81.3%	79.5%	90.8%	107.0%	94.8%	75.2%	85.9%	84.1%
Aboriginal	66.8%	67.3%	83.9%	83.8%	89.4%	88.3%	88.8%	85.8%	90.8%	96.0%

Highlighting: Red — 70 percent or lower, Green — Greater than non visible minorities

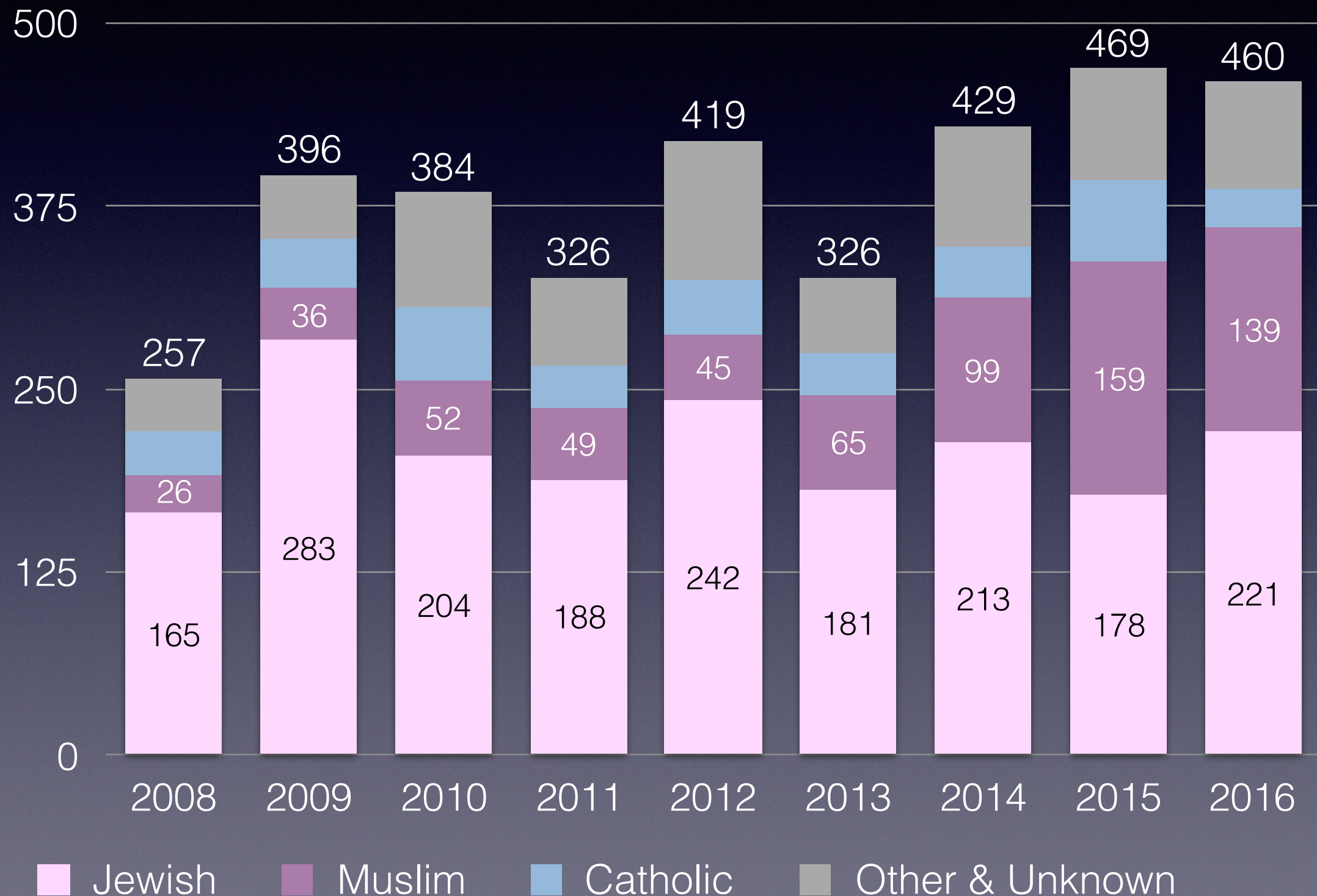
Hate Crimes — Ethnicity

Statistics Canada Hate Crimes Reports 2008-16



Hate Crimes — Religion

Statistics Canada Hate Crimes Reports 2008-16



Police Perception — Good Job

Difference with comparator groups — GSS 2014

	Enforcement			Approachability			Treated Fairly		
	Women	VM	Ind	Women	VM	Ind	Women	VM	Ind
ON	2.5%	0.8%	-12.4%	2.2%	-5.1%	-8.4%	-0.8%	-2.0%	-10.5%
QC	2.3%	-6.2%	-0.4%	5.4%	-7.0%	6.2%	2.9%	-12.9%	6.8%
BC	5.1%	-1.5%	-1.8%	0.2%	-4.6%	-2.9%	3.6%	4.7%	-6.2%
AB	4.9%	7.8%	-23.3%	6.2%	4.6%	-21.0%	5.5%	5.8%	-19.9%
MB	-0.6%	9.3%	-12.5%	4.8%	1.3%	-11.1%	-1.9%	2.7%	-12.6%
SK	6.0%	24.1%	-28.0%	8.7%	6.8%	-26.6%	0.9%	3.6%	-18.9%
NL	4.8%	7.1%	4.7%	2.6%	17.1%	0.3%	2.0%	17.2%	1.1%
PEI	7.9%	-20.4%	-13.1%	-1.0%	7.3%	-14.9%	0.0%	-4.6%	-20.7%
NS	3.2%	-12.0%	-7.8%	3.5%	-13.9%	-8.9%	0.3%	-18.6%	-15.0%
NB	7.9%	9.9%	-7.5%	8.2%	5.1%	-6.0%	3.1%	11.8%	-10.5%
Canada	3.3%	0.5%	-13.8%	3.6%	-3.5%	-8.9%	1.5%	-2.4%	-11.2%

Highlighting: Green 10 percent or more than comparator, Red 10 percent or less
 Comparator groups: Women/Men, VM/Not VM, Indigenous/Non-Indigenous

Volunteering & Donating

Difference with comparator groups — GSS 2013

	Women/Men	VisMin/Non-VisMin	Indigenous/Non-Ind
Donating	12.7%	-9.2%	-11.6%
Volunteering	17.0%	-6.4%	12.4%

Volunteering	Total	Women/Men	VisMin/Non-VisMin	Indigenous/Non-Ind
Sports/recreational org	30.9%	-20.2%	-27.4%	-6.0%
Union	27.6%	-6.1%	-11.1%	-5.1%
Cultural/educational group	20.4%	22.5%	-12.0%	21.4%
School/community group	17.5%	31.1%	10.8%	13.5%
Religious group	14.4%	26.8%	60.0%	-32.0%
Service Club	6.4%	-23.3%	-59.2%	2.8%
Seniors group	6.2%	58.9%	-61.6%	-3.4%
Youth group	5.0%	15.0%	39.3%	60.1%
Political party/group	4.3%	-30.3%	-23.0%	-11.4%
Immigrant/Ethnic association	2.9%	0.5%	218.0%	32.5%
Other	2.5%	35.4%	-31.3%	0.1%
Highlighting: Green 25 % or more than comparator, Red 25 % or less				

Civic Engagement - Pride

Difference with comparator groups — GSS 2013

	Women/Men	VisMin/ Non-VisMin	Indigenous/ Non-Ind	Total
Being Canadian	2.7%	5.5%	-0.6%	88.8%
Democracy in Canada	0.8%	26.5%	-15.6%	62.9%
Treatment of all groups	-9.0%	30.1%	-11.8%	59.7%
Highlighting: Green 10 % or more than comparator, Red 10 % or less				

Age Groups (all Canadians)							
	10 - 24	25 - 34	35 - 44	45 - 54	55 - 64	65 - 74	75 +
Being Canadian	-1.2%	-3.4%	-0.0%	0.1%	-0.7%	3.0%	6.6%
Democracy in Canada	3.9%	-3.1%	3.1%	-0.0%	-2.2%	-1.5%	-1.1%
Treatment of all groups	9.5%	1.8%	1.6%	-1.2%	-6.4%	-4.7%	-4.8%
Highlighting: Green 5 % or more than comparator, Red 5 % or less							

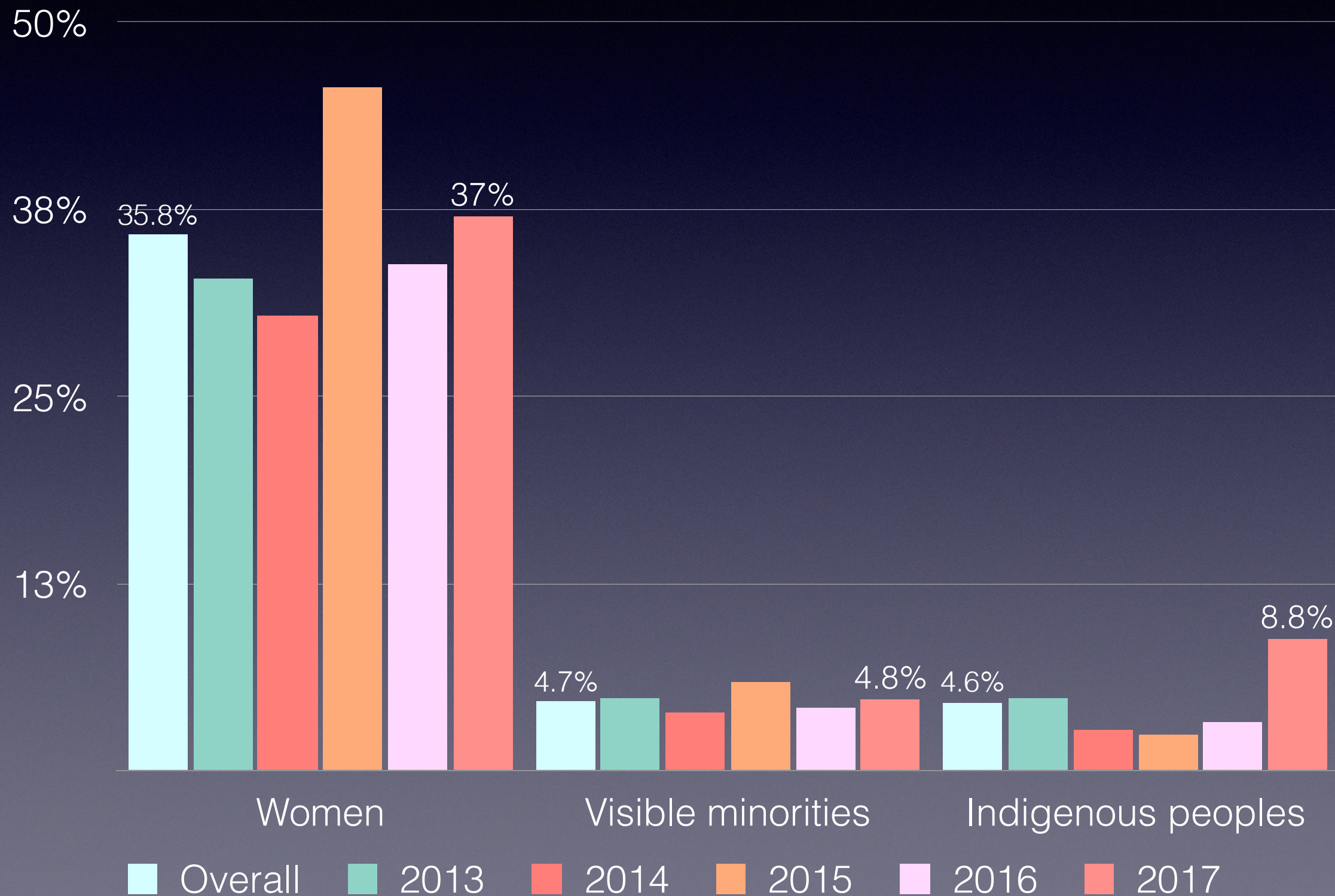
Shared Canadian Values

Difference with comparator groups — GSS 2013

	Women/Men		VisMin/Non		Indigenous/Non		Total
Extent	Great	Moderate	Great	Moderate	Great	Moderate	
Human Rights	3.9%	-4.8%	14.2%	-12.8%	-4.5%	0.4%	94.3%
Respect for Law	-5.8%	5.4%	22.6%	-18.2%	-12.0%	9.5%	92.7%
Gender Equality	-13.4%	10.2%	17.7%	-14.3%	-2.7%	-0.4%	92.9%
Ethnic and Cultural Diversity	-3.2%	3.6%	28.7%	-19.9%	-0.6%	-2.1%	87.6%
Respect for Aboriginal Culture	-2.4%	2.7%	29.7%	-11.2%	8.9%	-14.1%	69.7%
No major differences by age save for ethnic and cultural diversity: Ages 10-24 +4.5 %, 65-74 -4.3 %, 75 and older -6.1 %							
Highlighting: Green — 10 percent or more, Red — negative 10 percent or less							

Social Recognition

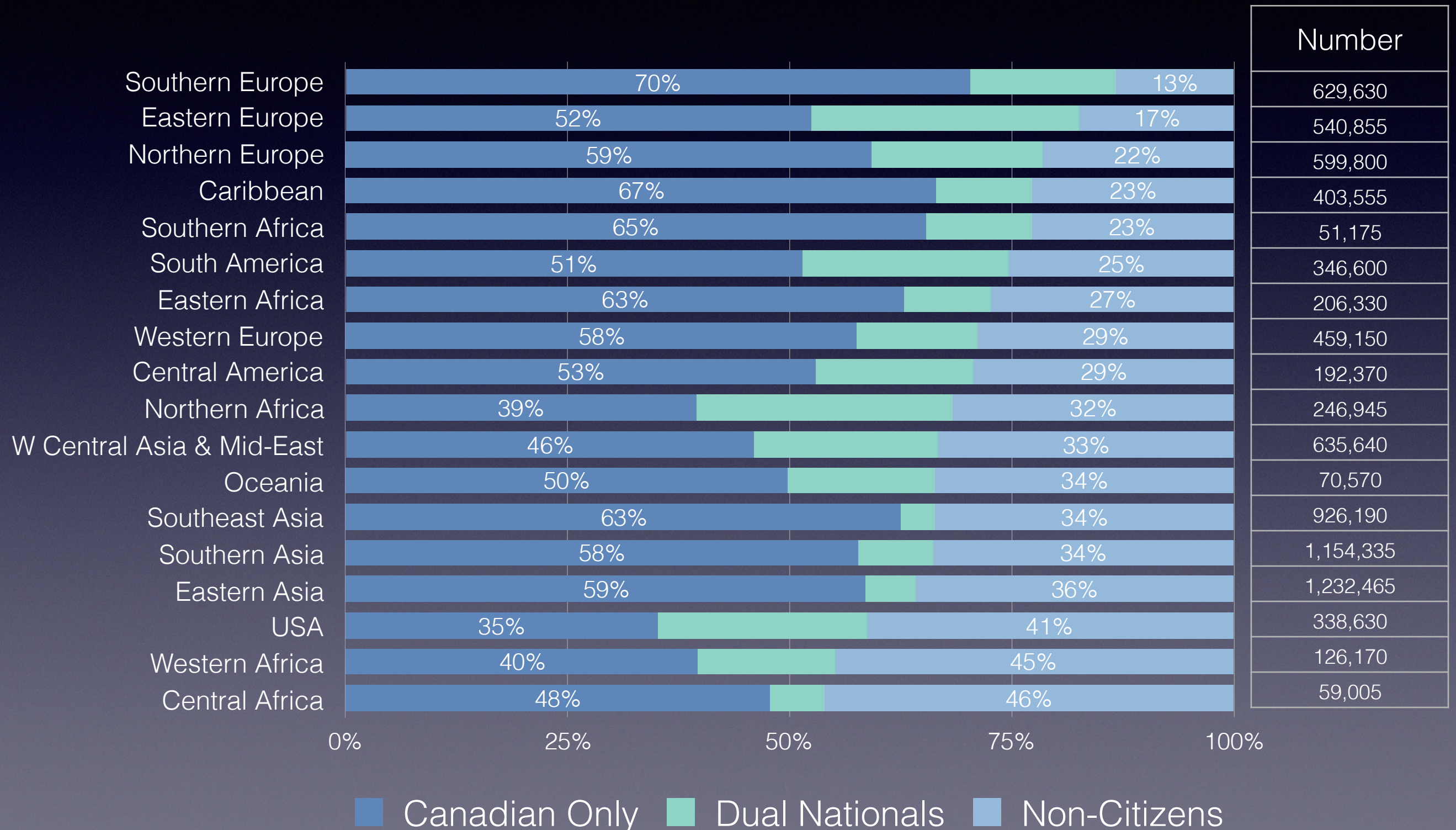
Order of Canada Appointments 2013-17



Political

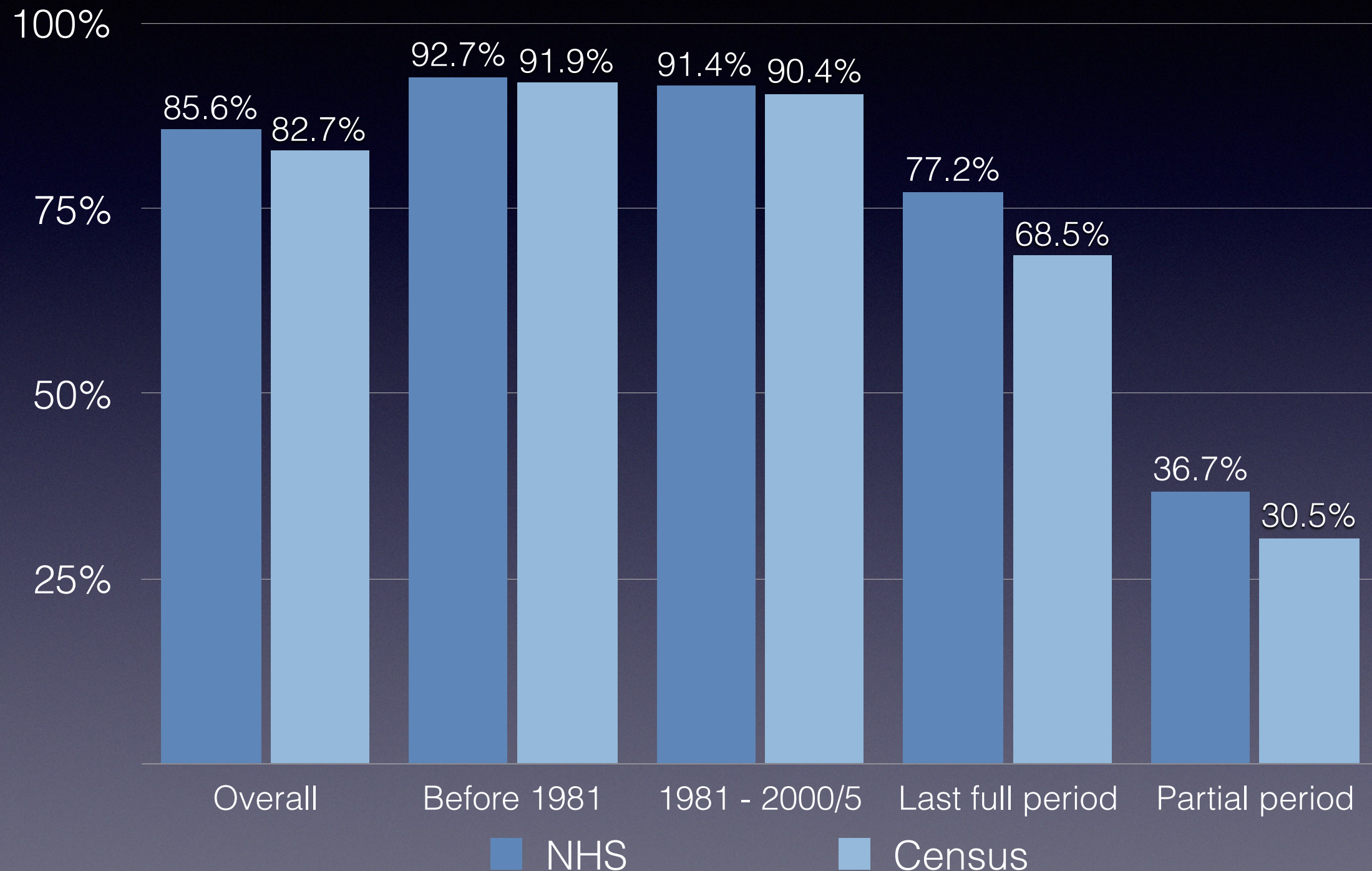
Citizenship Take-up Rate

Foreign-born by Place of Birth, Census 2016



Citizenship Take-Up

Period of Immigration — NHS 2011, Census 2016



Last full period: When all immigrants eligible — 2001-5 (NHS), 2006-10 (Census)

Partial Period: When only portion of immigrants eligible — 2006-10 (NHS), 2011-15 (Census)

Citizenship Take-up by Category

CoB — Change Census 2006-10 from NHS 2001-5

	Economic	Family	Refugees	All
Southern Europe	-18.6%	-7.5%	-15.6%	-14.4%
Eastern Asia	-11.9%	-10.9%	-11.2%	-13.6%
Southeast Asia	-9.4%	-11.9%	-20.3%	-11.4%
Southern Asia	-7.0%	-8.3%	-11.0%	-9.1%
Eastern Africa	-3.5%	-7.8%	-11.5%	-8.9%
Eastern Europe	-8.0%	-9.9%	-14.7%	-8.7%
Caribbean and Bermuda	-6.4%	-8.4%	-10.0%	-8.6%
Oceania	4.2%	-11.4%	-10.7%	-8.1%
West Central Asia & Mid-East	-2.5%	-6.9%	-12.4%	-5.6%
Central America	-6.1%	-8.7%	0.9%	-5.4%
Southern Africa	-0.9%	-4.2%	-8.0%	-5.1%
Western Africa	-1.9%	-3.5%	-12.7%	-5.0%
Northern Africa	-5.8%	-3.4%	-5.6%	-3.9%
South America	-5.6%	-7.0%	-3.6%	-3.9%
Western Europe	-6.0%	1.2%	1.9%	-2.5%
Central Africa	-2.4%	-2.8%	-3.6%	-1.4%
Northern Europe	-1.8%	0.3%	-31.3%	-0.2%
USA	27.6%	11.1%	-3.8%	12.7%
Highlighting: Red — 10 percent decline or more, Green — Increase				

Citizenship Take-up — Income

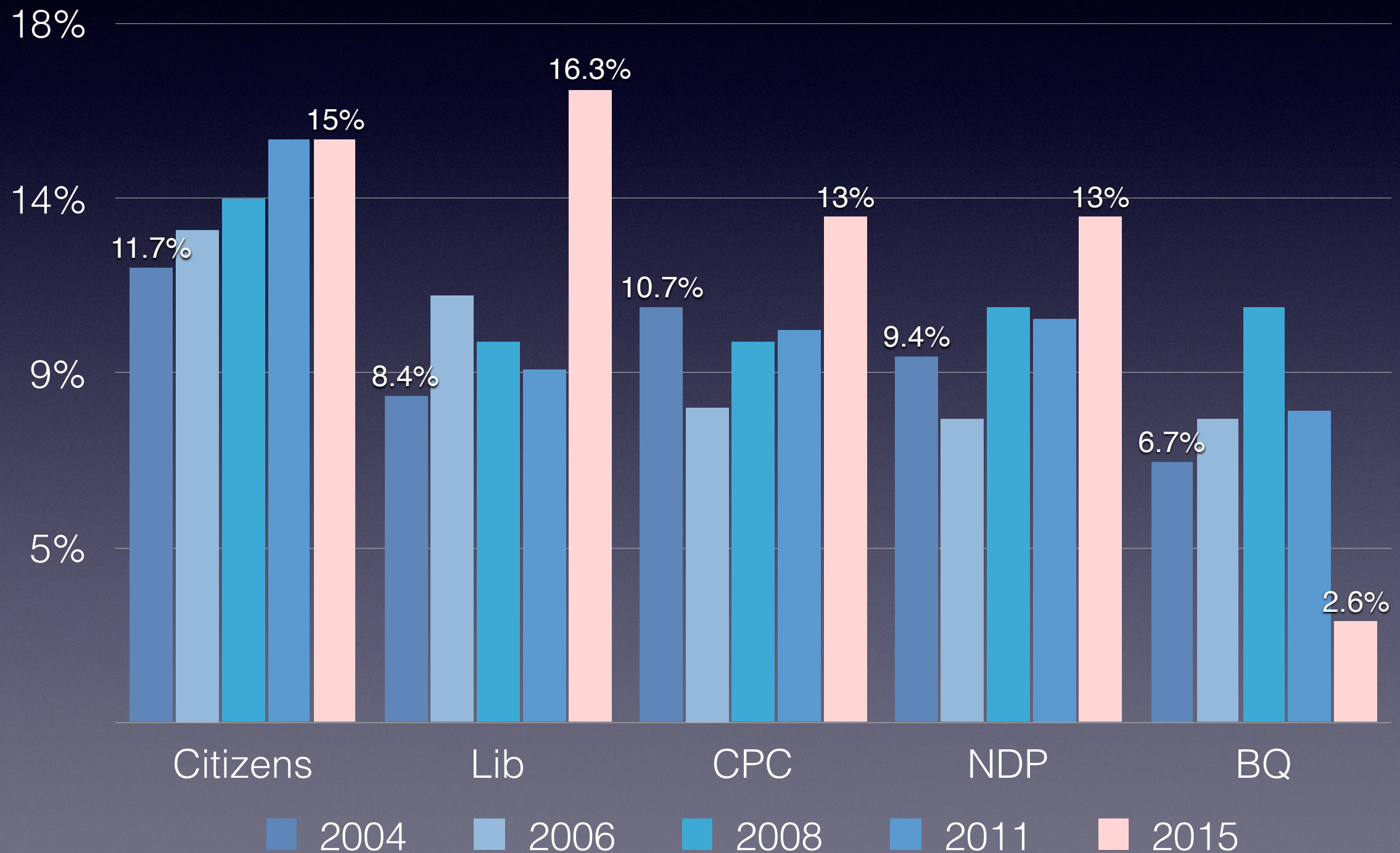
Admission Category and Period — Census 2016

	1986 - 1995		1996 - 2005		2006 - 2010		2011 (4 years)	
Primary Applicants	Citizen	Non	Citizen	Non	Citizen	Non	Citizen	Non
Economic	\$43,912	90.0%	\$54,873	73.1%	\$45,029	81.7%	\$40,674	85.5%
Skilled workers	\$47,209	91.5%	\$58,417	75.9%	\$47,650	80.7%	\$40,297	81.4%
Canadian experience					\$53,095	111.5%	\$53,138	97.9%
Caregivers	\$39,570	87.0%	\$39,464	80.6%	\$32,714	88.7%	\$31,985	83.0%
Entrepreneur etc	\$23,164	82.7%	\$20,666	94.9%	\$19,404	99.8%	\$14,802	132.3%
Provincial Nominee			\$52,762	91.5%	\$49,366	84.7%	\$44,839	87.4%
Family	\$36,575	90.8%	\$29,666	89.0%	\$25,184	87.2%	\$23,858	86.4%
Refugees	\$36,266	80.6%	\$25,339	76.3%	\$21,299	87.2%	\$19,948	85.7%
Government-assisted	\$37,318	84.1%	\$26,119	75.3%	\$17,261	99.5%	\$14,092	91.8%
Privately sponsored	\$37,714	83.7%	\$27,642	75.3%	\$21,582	90.8%	\$19,719	115.5%
Protected Person	\$30,946	73.2%	\$24,753	75.5%	\$21,836	82.2%	\$21,393	76.2%

Highlighting: Non-citizen percentage citizen income 85 percent or less

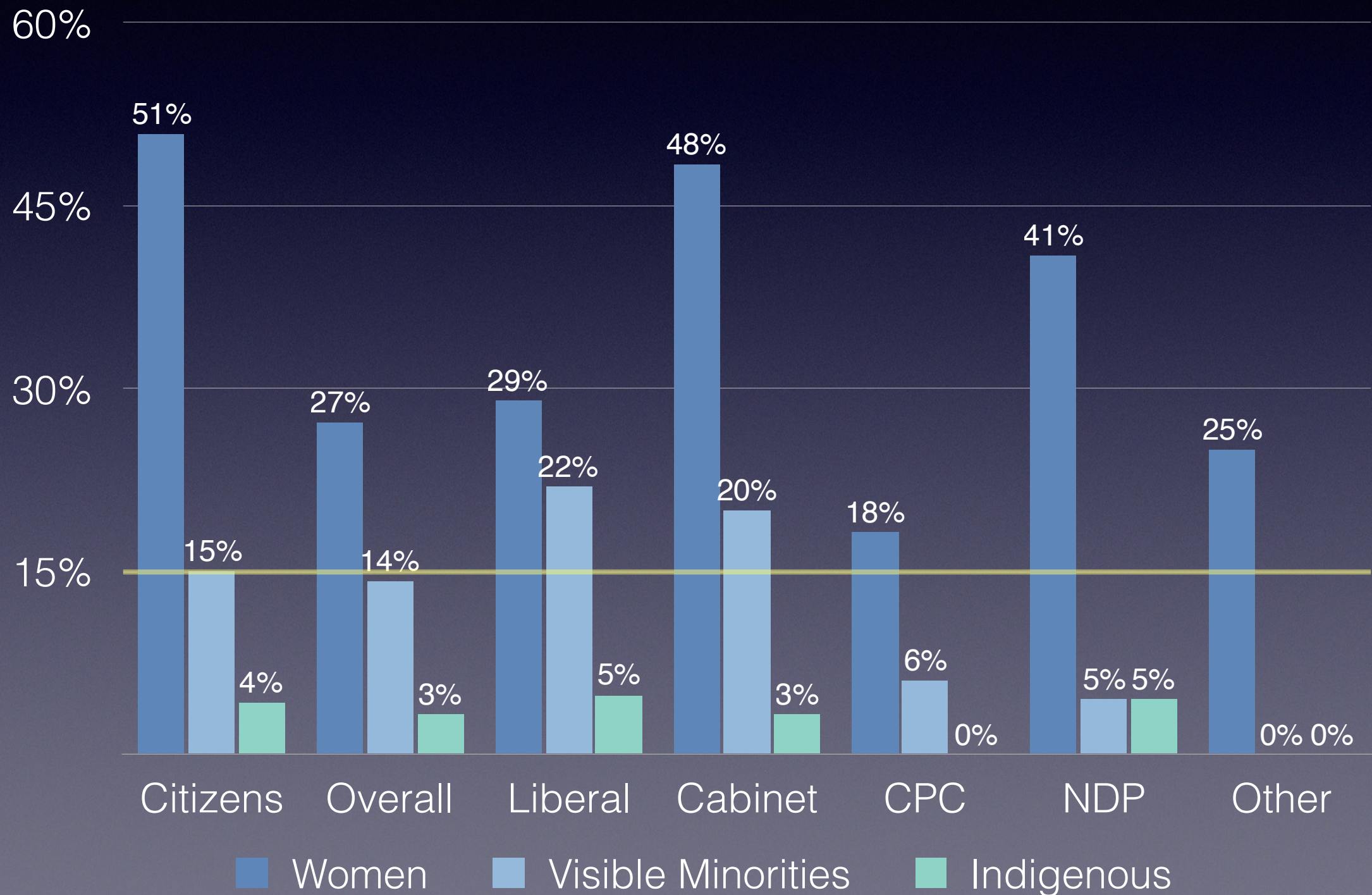
Growth in VisMin Candidates

Visible Minority 2004 - 2015 Elections



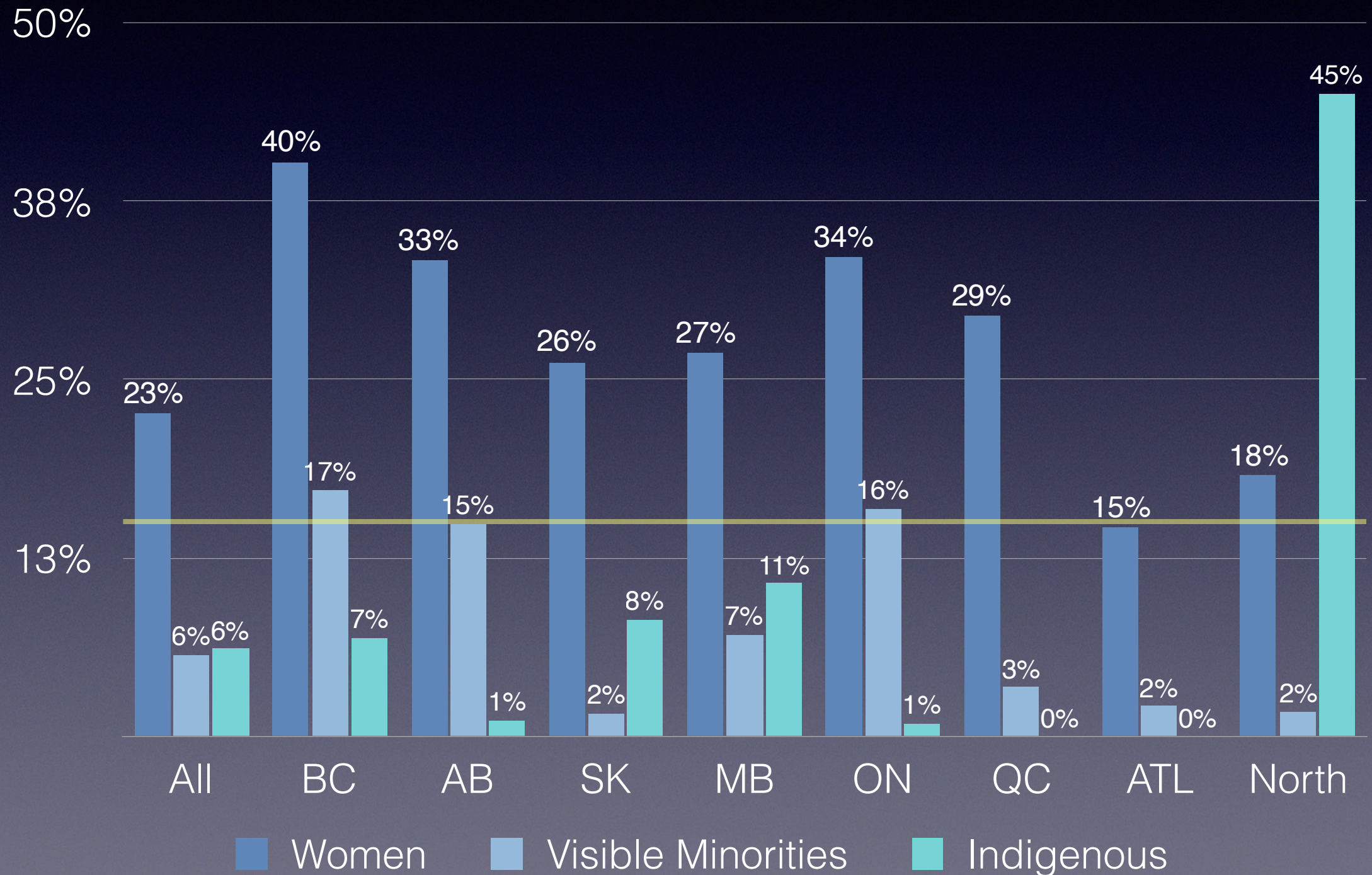
Federal Parliament Composition

June 2017



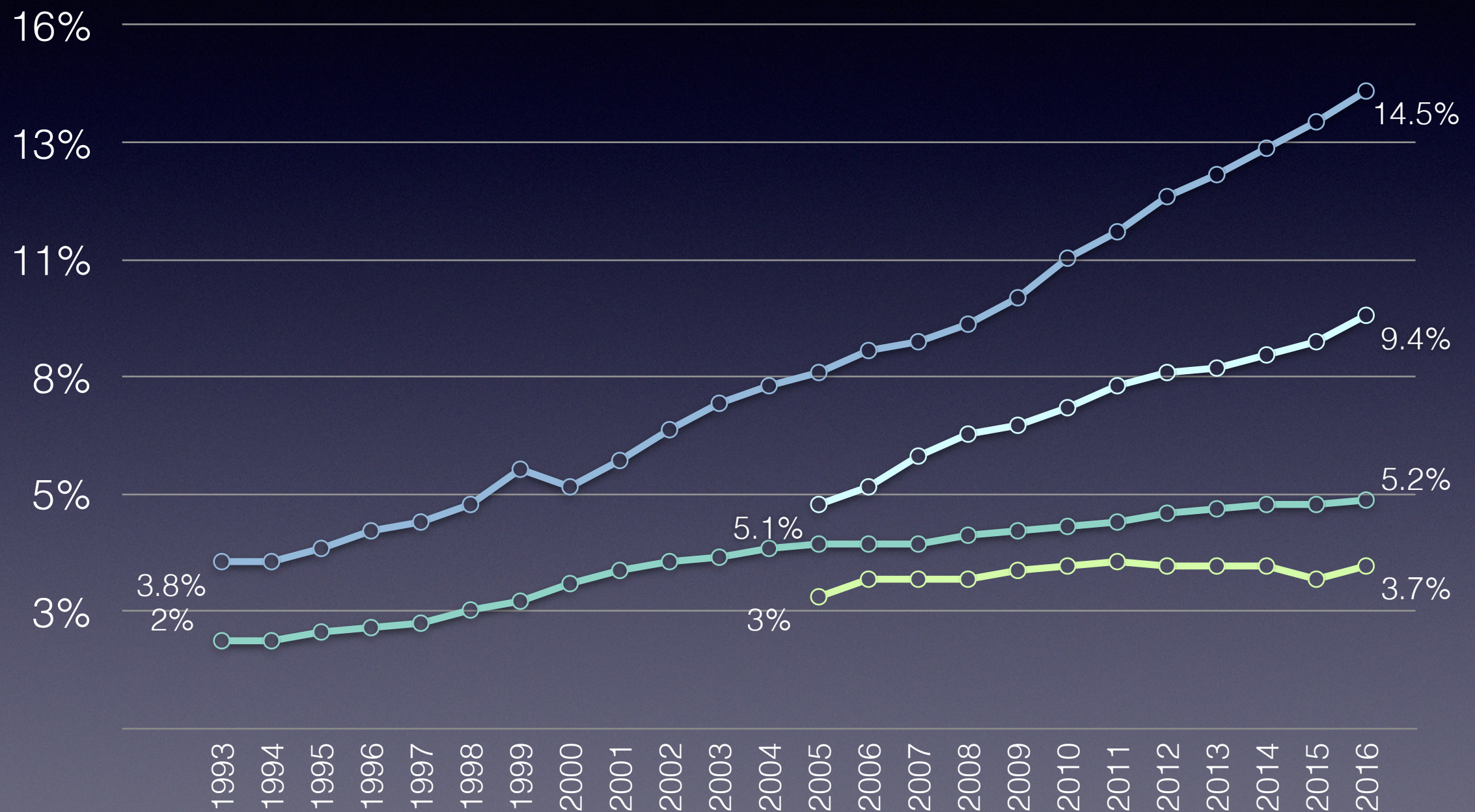
Composition Provincial Parliaments

June 2017



Public Service Diversity Growth

Visible Minorities and Indigenous peoples



VisMin All Indigenous All

VisMin EX Indigenous EX

Future work

- Labour force and education by generation
- Income and education by generation
- Social services, education, police and public administration representation
- More granular municipal and riding level analysis

Policy questions

- Wide outcome gaps between visible minority groups. What extent do external barriers play a role. Are there factors internal to some groups?
- Reasons for lower participation rates of visible minority women?
- Factors explaining worse economic outcomes for visible minority men?
- Implications of mixed success of second generation visible minorities: comparable median incomes yet higher unemployment rates
- Reasons for differences between provinces and municipalities?
- Longer term impact of the decline in citizenship take-up on social inclusion?
- Sustainability of large immigrant flows? Resilience to populism?

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