



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

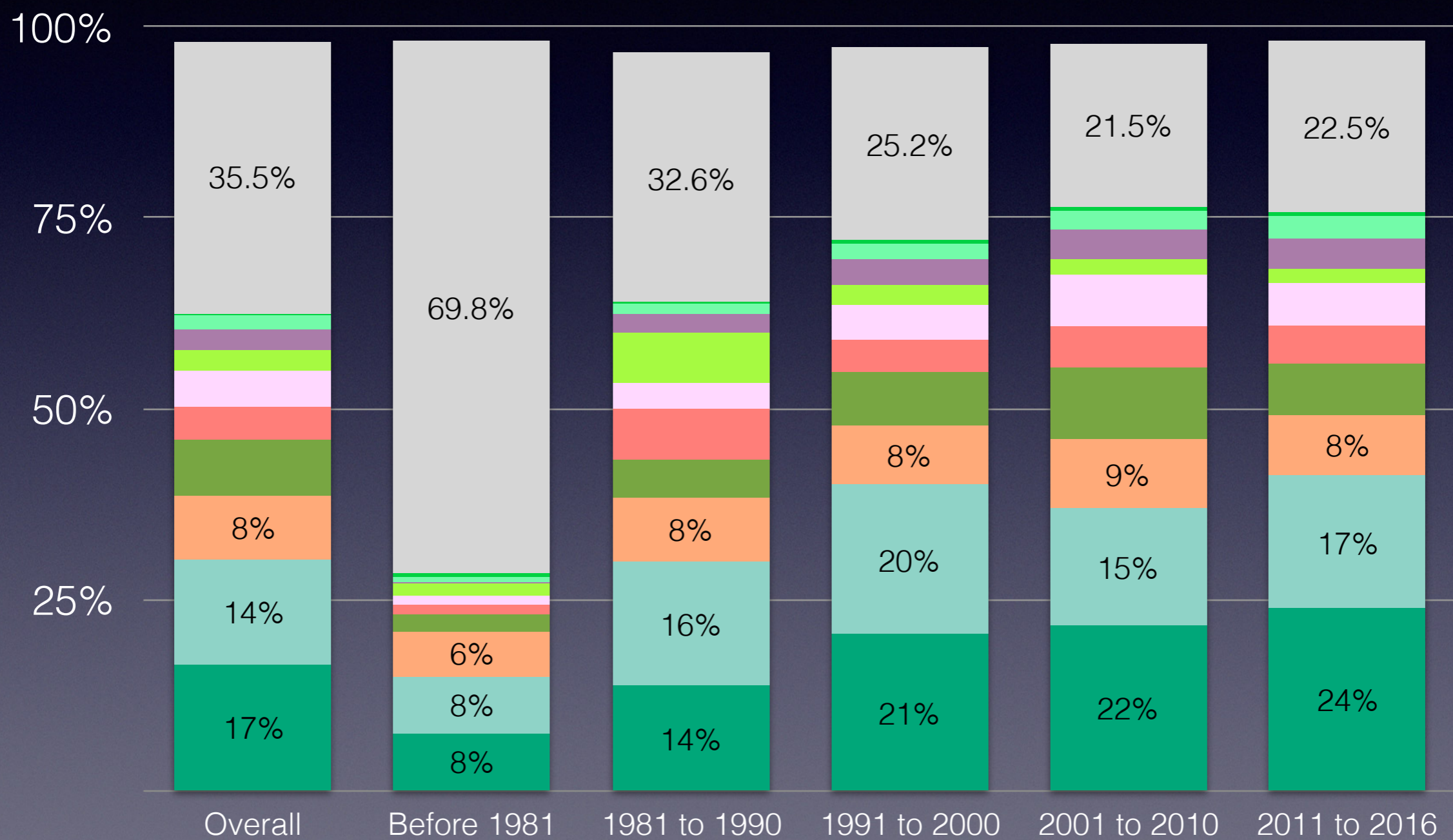
Main Focus

- 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

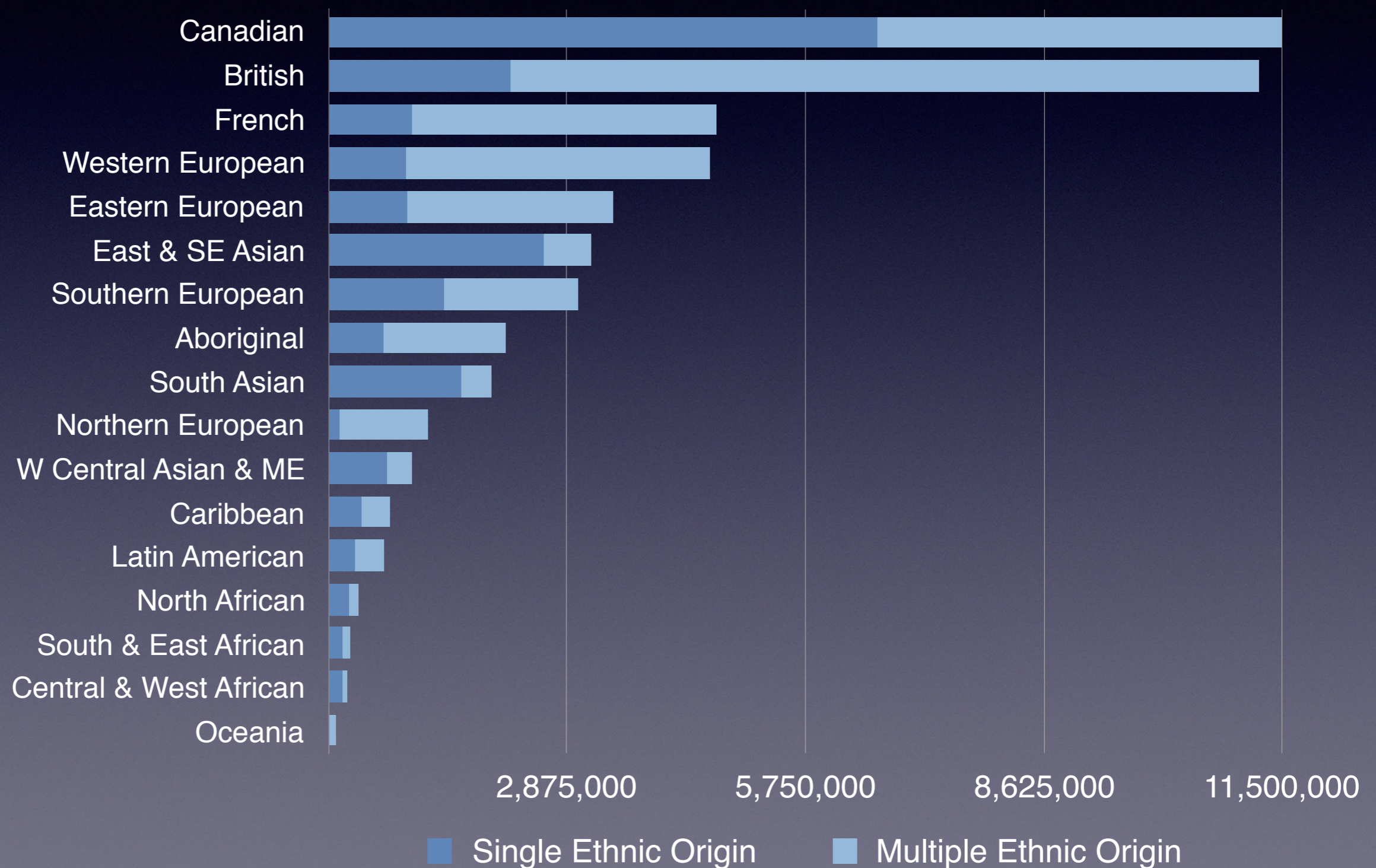
	1980-90			1991-2000			2001-5			2006-10			2011-16		
	E	F	R	E	F	R	E	F	R	E	F	R	E	F	R
Southern Asia	6.6%	17.0%	4.8%	12.7%	25.1%	19.7%	19.5%	28.7%	18.9%	16.0%	24.8%	14.1%	18.8%	21.6%	9.9%
Eastern Asia	20.7%	12.3%	1.8%	30.6%	14.1%	2.3%	25.2%	16.1%	6.5%	17.8%	15.9%	5.7%	14.1%	17.4%	3.6%
Southeast Asia	12.3%	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

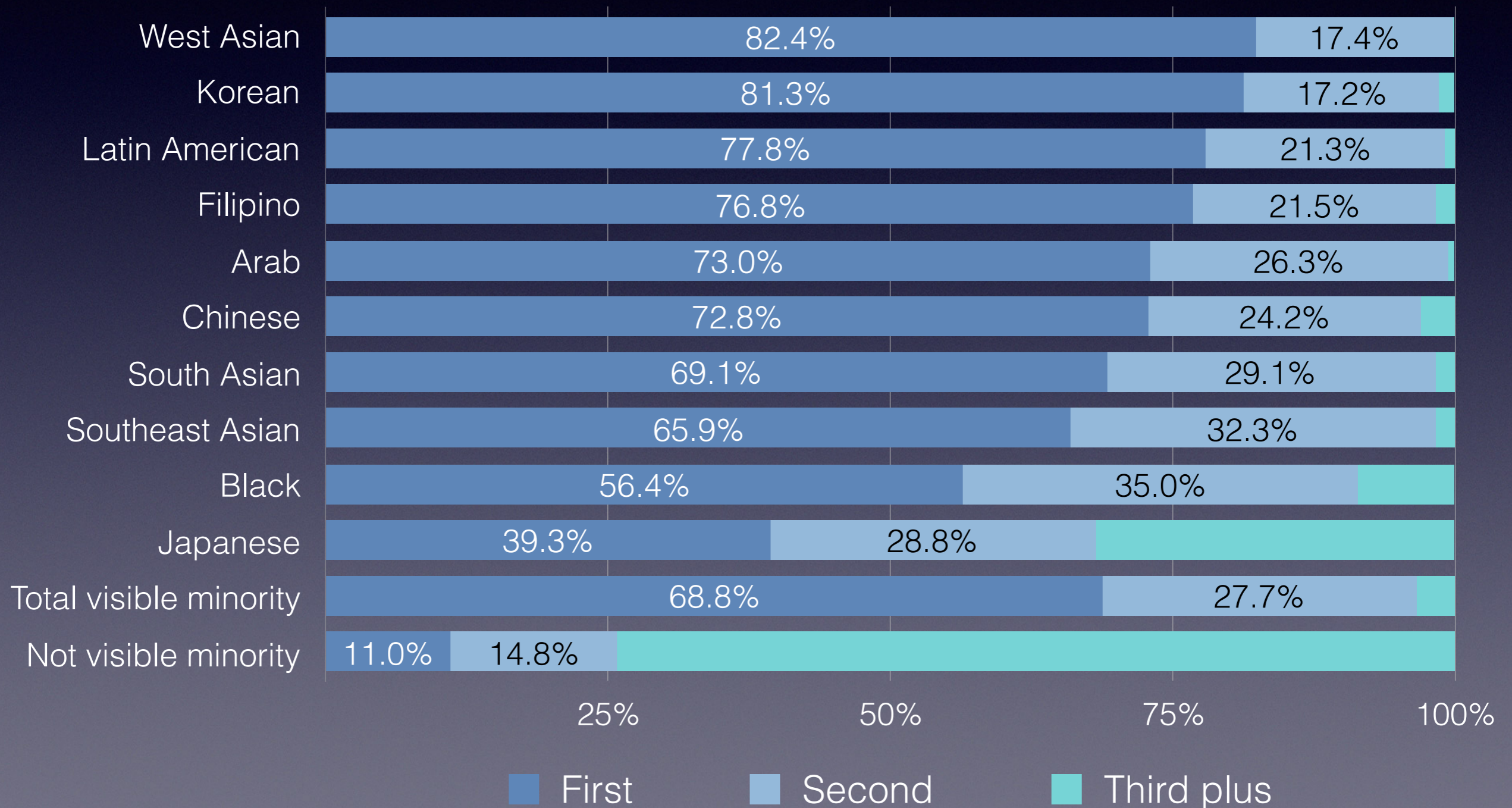
Dominant European Ancestry

All Canadians — Census 2016



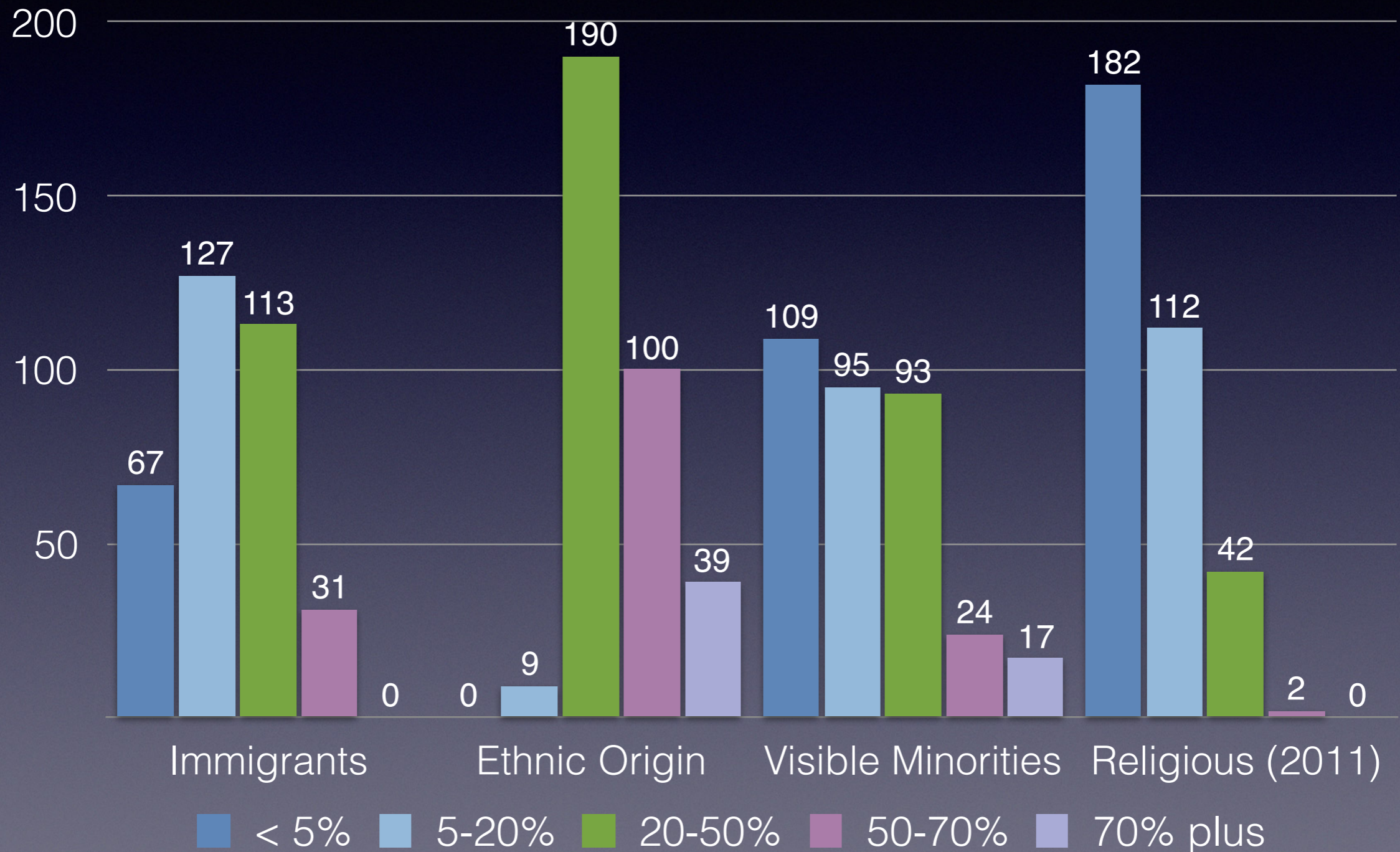
Mainly First Generation

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								

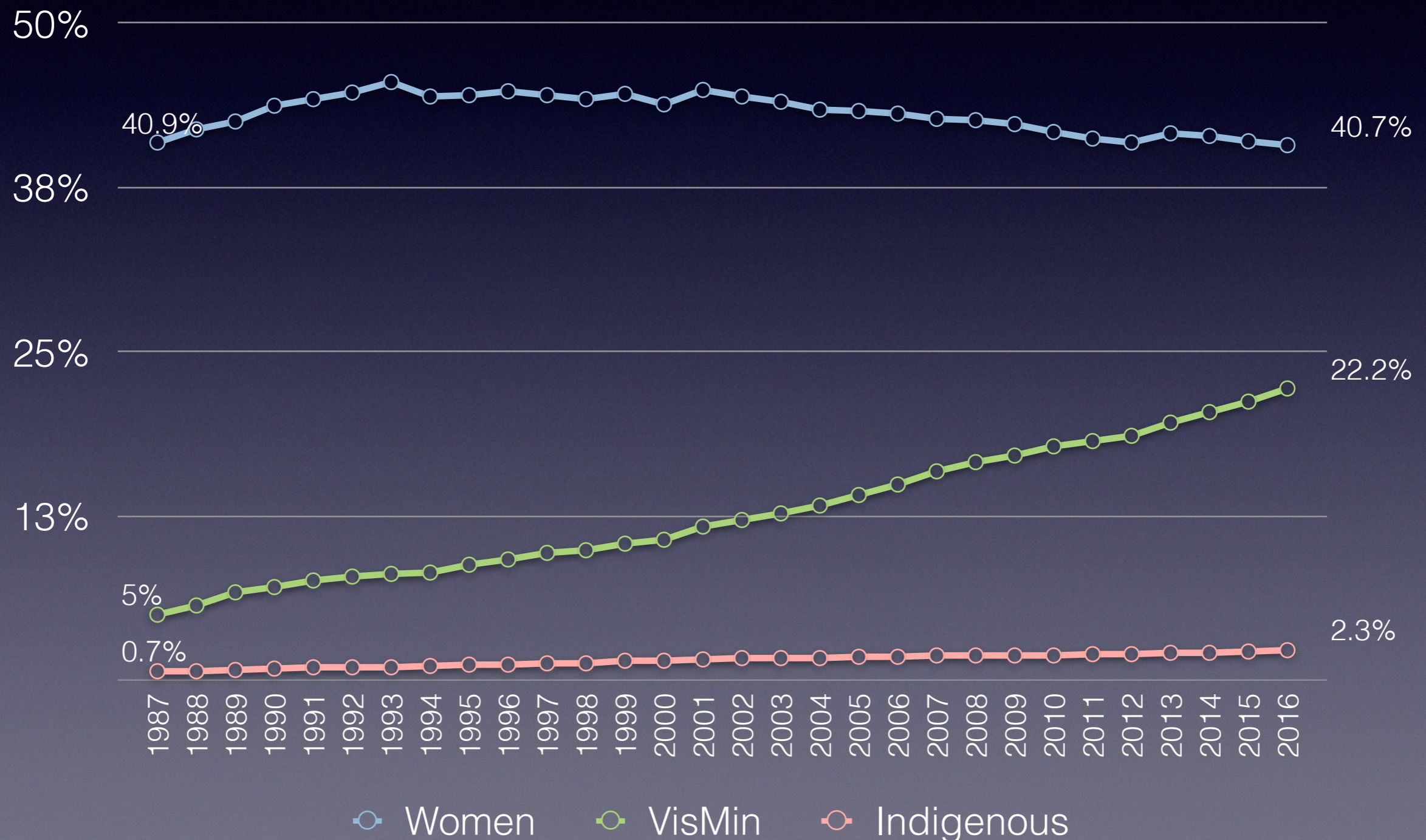
Median Salary Gaps - CMAs

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
1987-2016



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

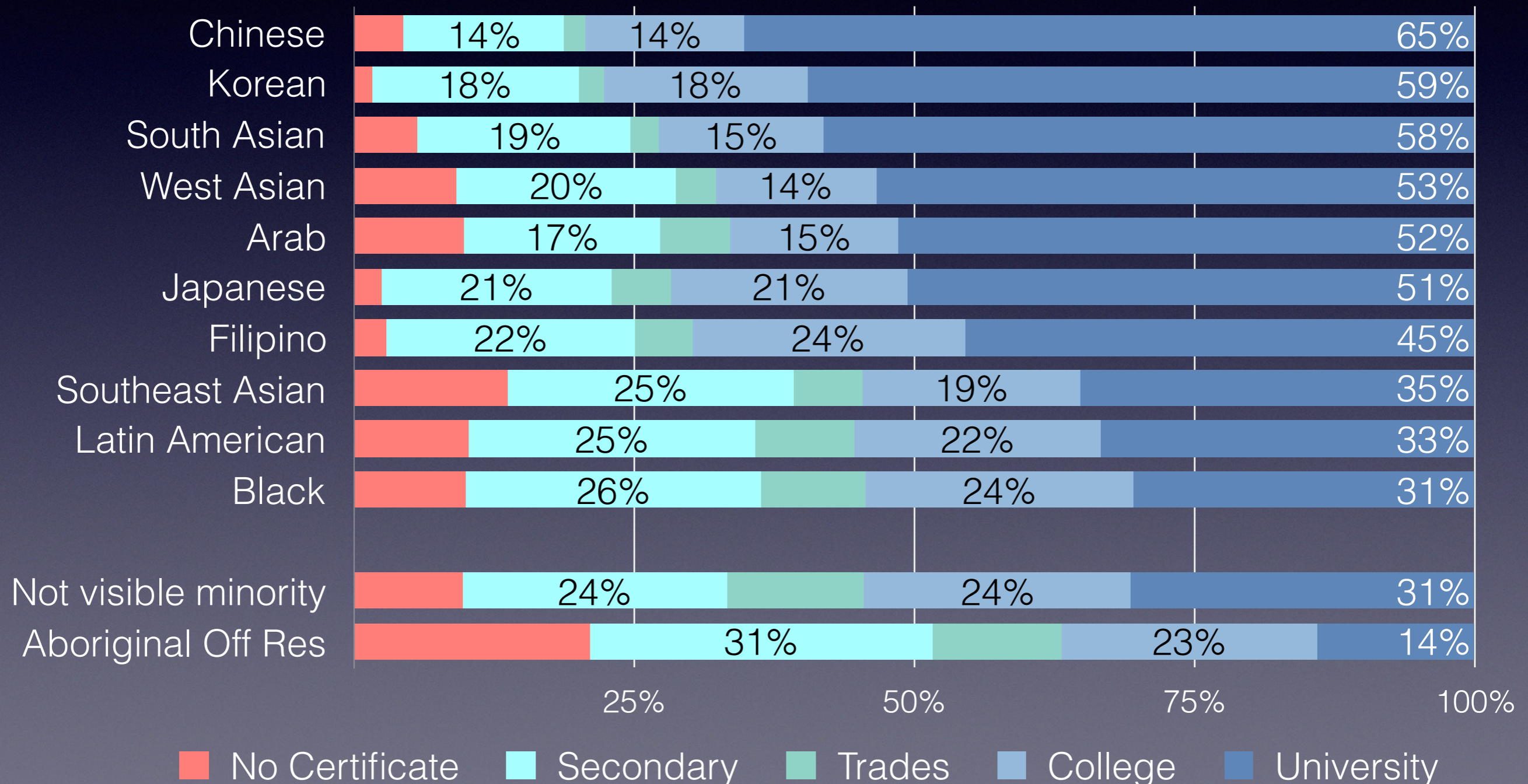
Second generation — Census 2016

	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

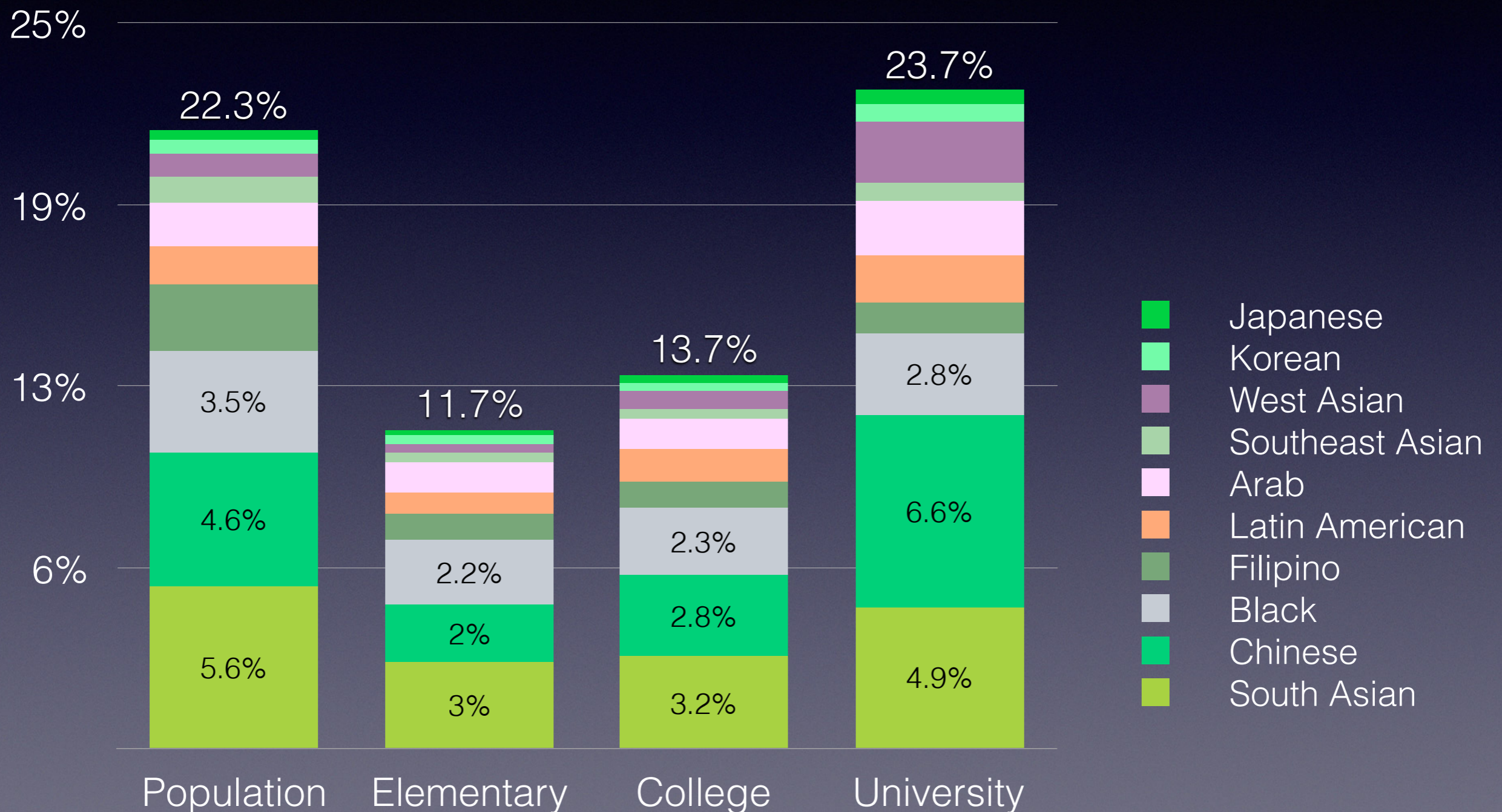
25-34 All generations — Census 2016

	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 Staff

25-64, All Generations, Canada — Census 2016



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

STEM Graduate Median Income

25-34 Canadian-born VisMin Compared to Not VisMin,
University — Census 2016

	Science		Engineering		Math, comp sci	
	Men	Women	Men	Women	Men	Women
South Asian	78.4%	91.4%	94.1%	100.8%	104.6%	113.4%
Chinese	104.0%	108.8%	100.6%	104.8%	104.2%	120.0%
Black	66.9%	96.0%	73.1%	77.5%	89.0%	90.7%
Filipino	99.6%	101.4%	97.4%	89.9%	107.7%	109.0%
Latin American	73.1%	85.2%	89.1%	68.2%		
Arab	99.7%	105.8%	80.5%	83.6%	94.9%	75.4%
Southeast Asian	64.5%	77.7%	88.7%	89.7%	89.0%	99.1%
West Asian	91.5%	75.3%	92.0%			
Korean	82.1%	88.5%	101.4%	80.5%	96.2%	
Japanese	85.2%	96.1%	92.4%	123.3%	116.6%	
Not VisMin	\$43,957	\$38,798	\$73,100	\$65,177	\$63,427	\$52,185
Highlighting: Red — 10 percent less, Green — More than not VisMin						

BHASE 1 — Median Incomes

25-34, Canadian-born VisMin Compared to Not VisMin,
University graduates — Census 2016

	Social sciences		Business & admin		Arts & humanities	
	Men	Women	Men	Women	Men	Women
South Asian	95.5%	100.6%	88.9%	101.3%	114.1%	106.8%
Chinese	103.0%	109.6%	94.9%	111.1%	106.7%	119.9%
Black	87.7%	91.1%	72.9%	81.7%	87.2%	92.3%
Filipino	81.2%	114.8%	83.2%	91.1%	120.6%	104.5%
Latin American	75.5%	80.4%	66.9%	96.2%	94.7%	95.9%
Arab	86.9%	92.7%	83.1%	85.1%	82.6%	84.3%
Southeast Asian	88.5%	90.3%	88.9%	97.5%	96.0%	94.5%
West Asian	84.7%	63.7%	76.5%	107.8%	85.2%	50.5%
Korean	86.9%	103.8%	87.4%	100.6%	96.7%	123.2%
Japanese	106.1%	101.4%	95.0%	107.5%	85.3%	115.4%
Not VisMin	\$46,004	\$38,387	\$61,527	\$51,389	\$33,103	\$31,269
Highlighting: Red — 10 percent less, Green — More than not VisMin						

BHASE 2 — Median Incomes

25-34, Canadian-born VisMin Compared to Not VisMin,
University graduates— Census 2016

	Health		Education		Natural Resources	
	Men	Women	Men	Women	Men	Women
South Asian	88.7%	93.8%	98.4%	93.7%	110.2%	89.8%
Chinese	98.9%	109.6%	102.8%	109.8%	103.5%	108.4%
Black	67.1%	94.9%	96.7%	92.8%	68.0%	98.9%
Filipino	95.7%	100.0%	137.1%	90.5%	64.9%	83.3%
Latin American	76.4%	76.3%	134.8%	83.9%	134.6%	85.9%
Arab	80.9%	99.0%	111.0%	95.0%	69.7%	42.7%
SE Asian	85.5%	106.2%	94.6%	90.6%	78.4%	107.3%
West Asian	56.6%	49.1%		132.9%		
Korean	112.3%	97.9%		69.2%	103.3%	76.2%
Japanese	91.5%	110.8%	83.3%	126.1%	134.1%	100.6%
Not VisMin	\$67,677	\$61,279	\$51,020	\$42,504	\$48,004	\$42,691
Highlighting: Red — 10 percent less, Green — More than not VisMin						

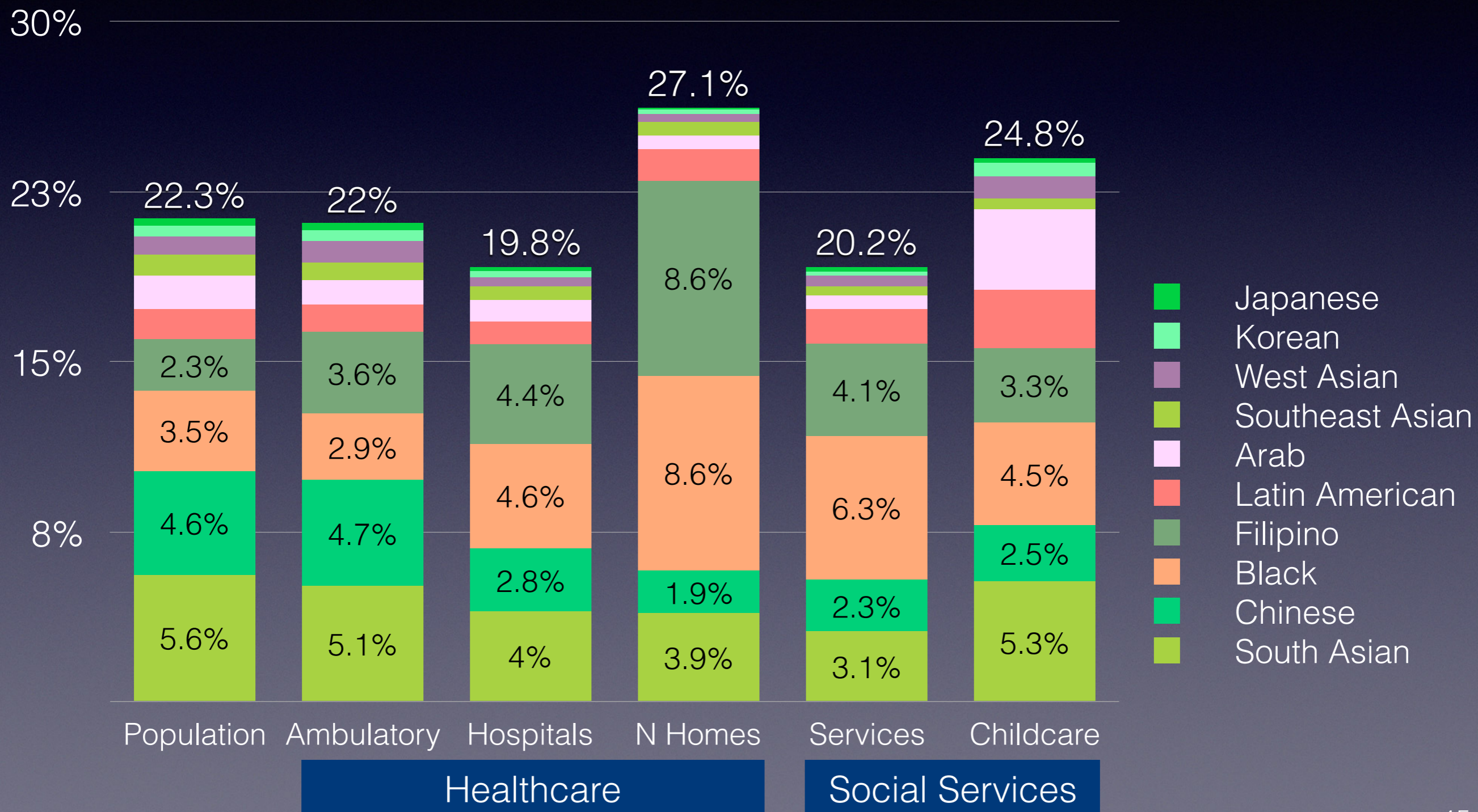
BHASE 3 — Median Incomes

25-34, Canadian-born VisMin Compared to Not VisMin,
University graduates — Census 2016

	Legal		Architecture...		Other	
	Men	Women	Men	Women	Men	Women
South Asian	57.9%	81.6%	115.0%	124.8%	104.2%	83.8%
Chinese	81.1%	106.3%	93.2%	102.5%	106.2%	111.6%
Black	89.8%	72.4%	99.7%	66.2%	65.5%	102.4%
Filipino			65.3%	53.7%	50.1%	92.7%
Latin American	44.4%	41.6%			94.4%	96.6%
Arab	93.3%	63.3%				42.4%
SE Asian		85.8%	104.9%	105.2%	72.0%	111.5%
West Asian		80.2%				
Korean		168.3%				
Japanese	68.8%				135.2%	123.7%
Not VisMin	\$63,568	\$51,525	\$49,566	\$41,585	\$47,658	\$42,948
Highlighting: Red — 10 percent less, Green — More than not VisMin						

Healthcare, Social Service Staff

25-64, All Generations, Canada — 2016 Census



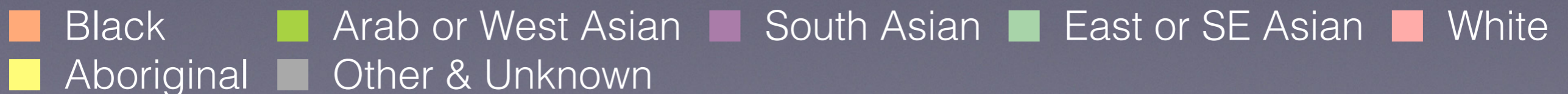
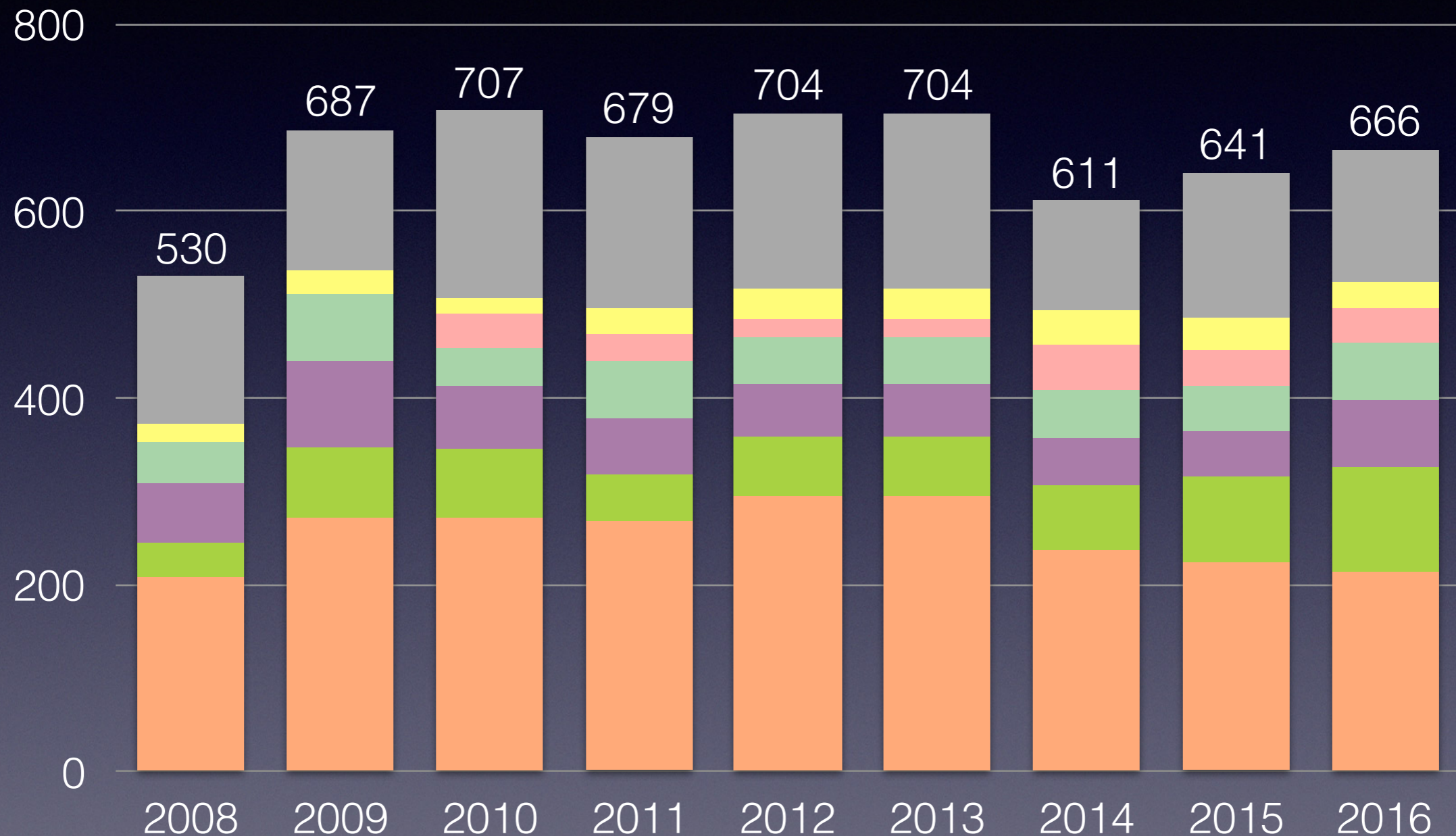
Perceived Reason — Discrimination

GSS 2014

Perceived reason	Visible minority		Non-visible minority	
	Women	Men	Women	Men
Experienced in past five years	21%	19%	13%	11%
Sex	28%	14%	39%	15%
Ethnicity or culture	62%	64%	19%	29%
Race or skin colour	61%	65%	17%	28%
Physical appearance	24%	20%	26%	21%
Religion	20%	24%	12%	14%
Age	14%	11%	25%	20%
Language	28%	26%	14%	22%
Did not experience past five years	79%	81%	87%	89%
Highlighting: Red: 5 percent or more greater incidence, Green: 5 percent or less				

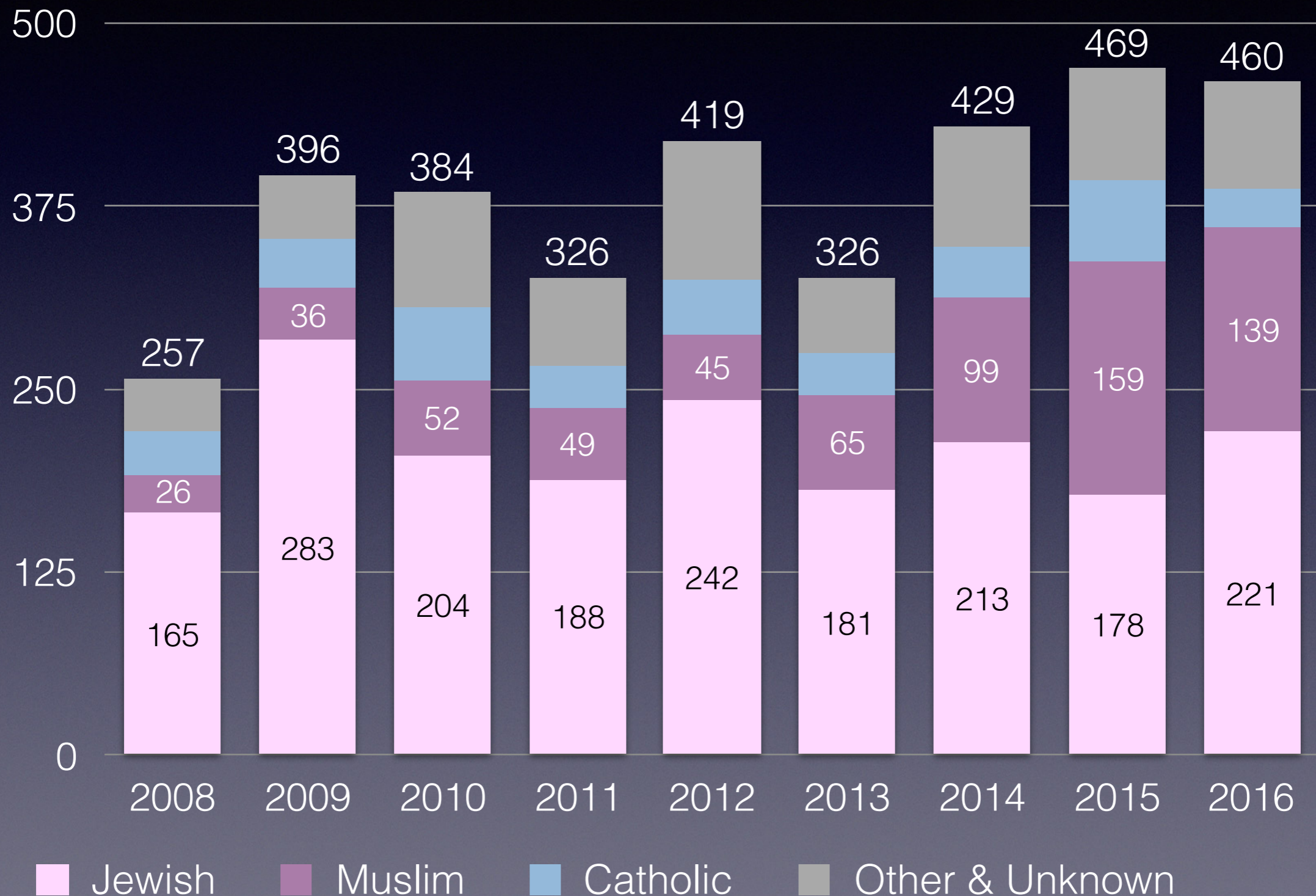
Hate Crimes — Ethnicity

Statistics Canada Hate Crimes Reports 2008-16



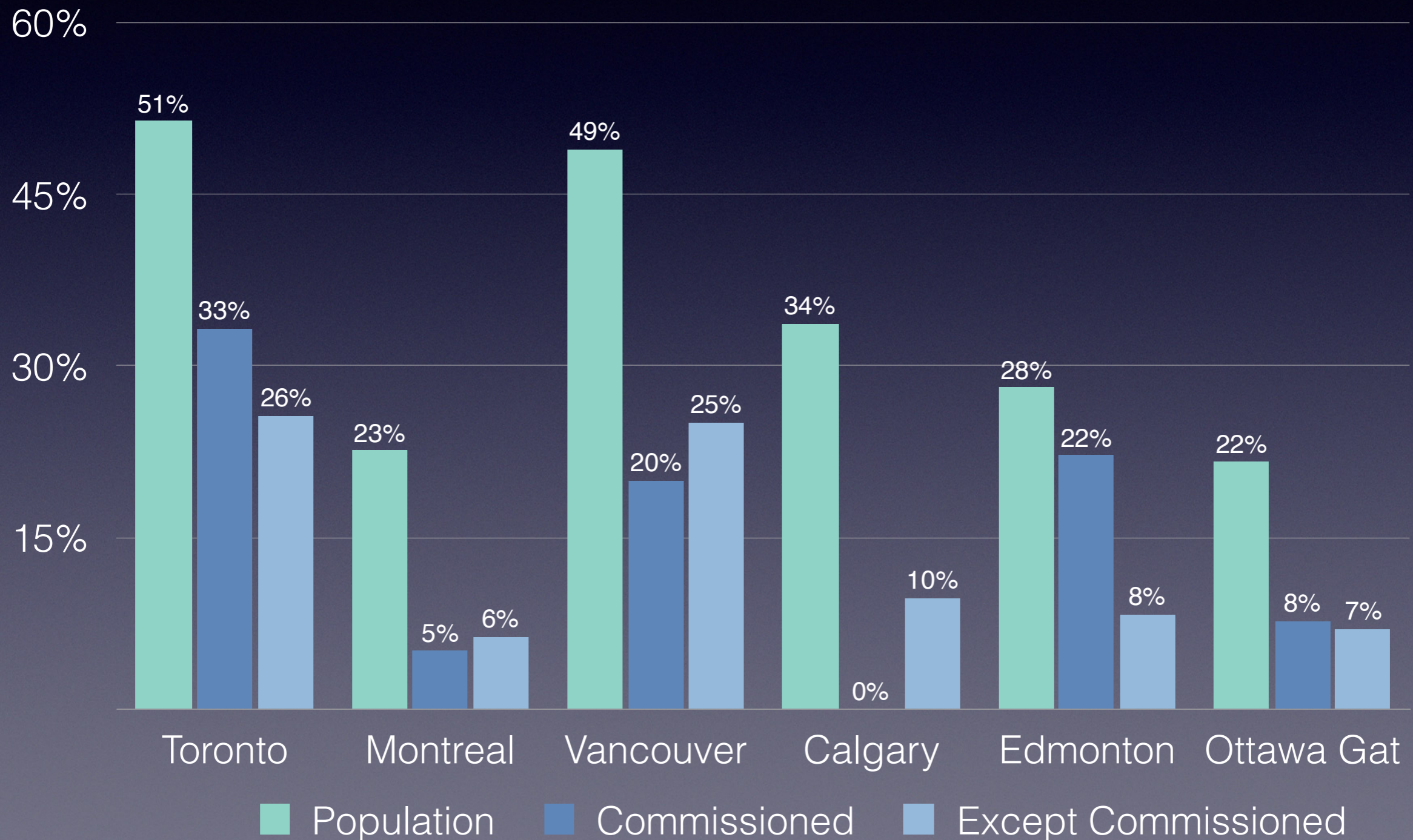
Hate Crimes — Religion

Statistics Canada Hate Crimes Reports 2008-16



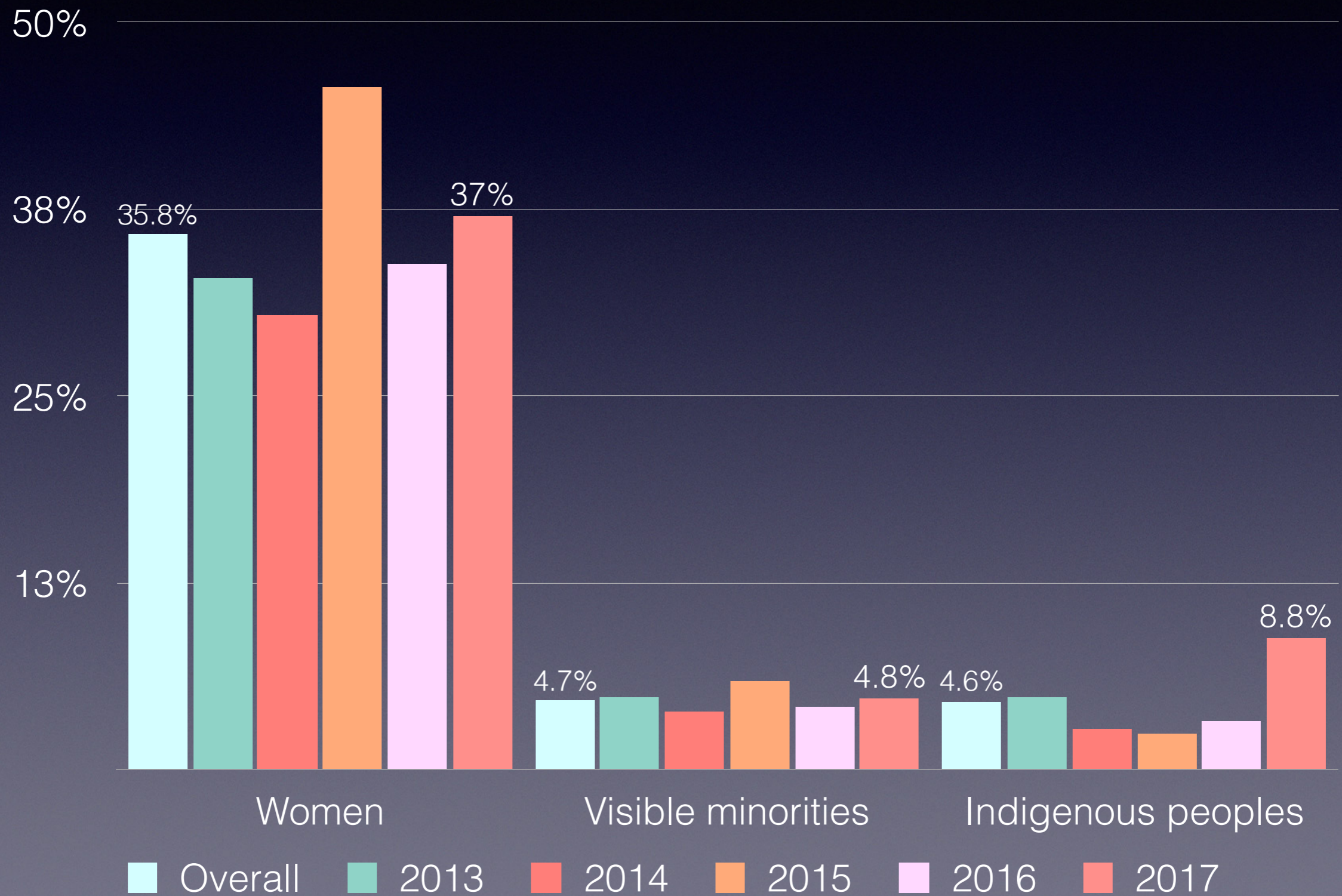
Police Officers

Visible Minorities, Largest CMAs
25-64, All Generations — Census 2016 (NOC)



Social Recognition

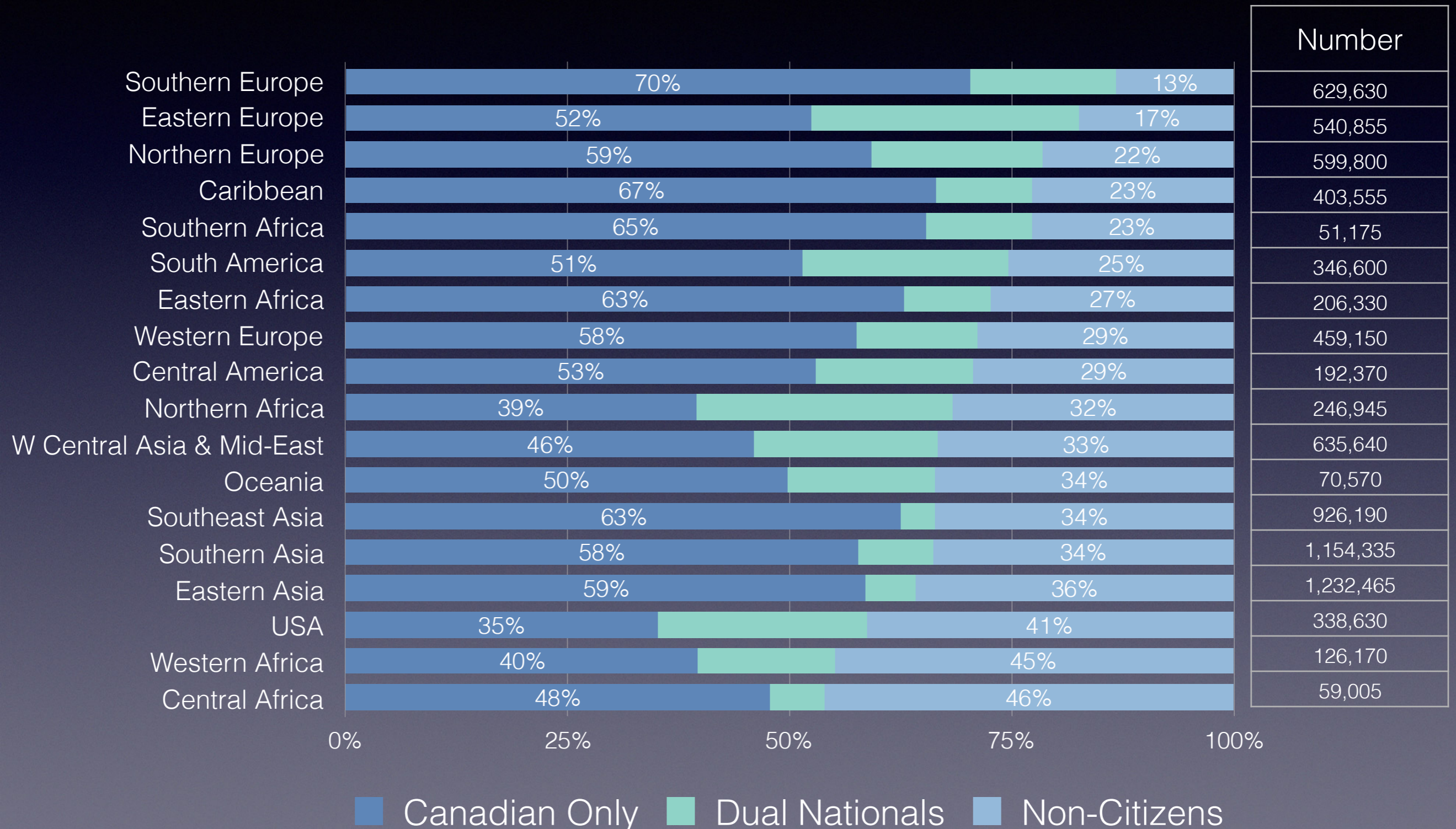
Order of Canada Appointments 2013-17



Political

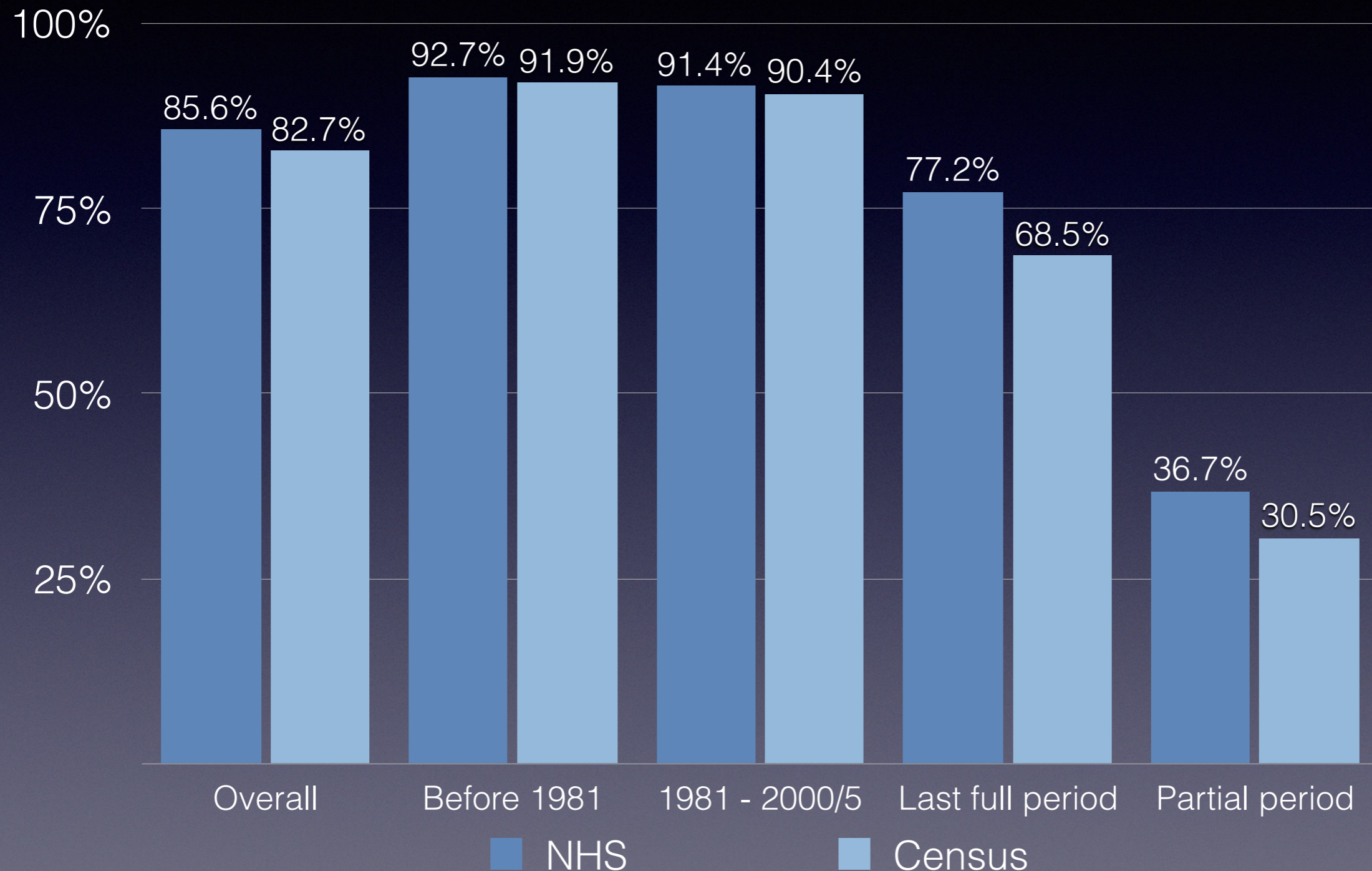
Citizenship Take-up Rate

Foreign-born by Place of Birth, Census 2016



Citizenship Take-Up

Period of Immigration — NHS 2011, Census 2016

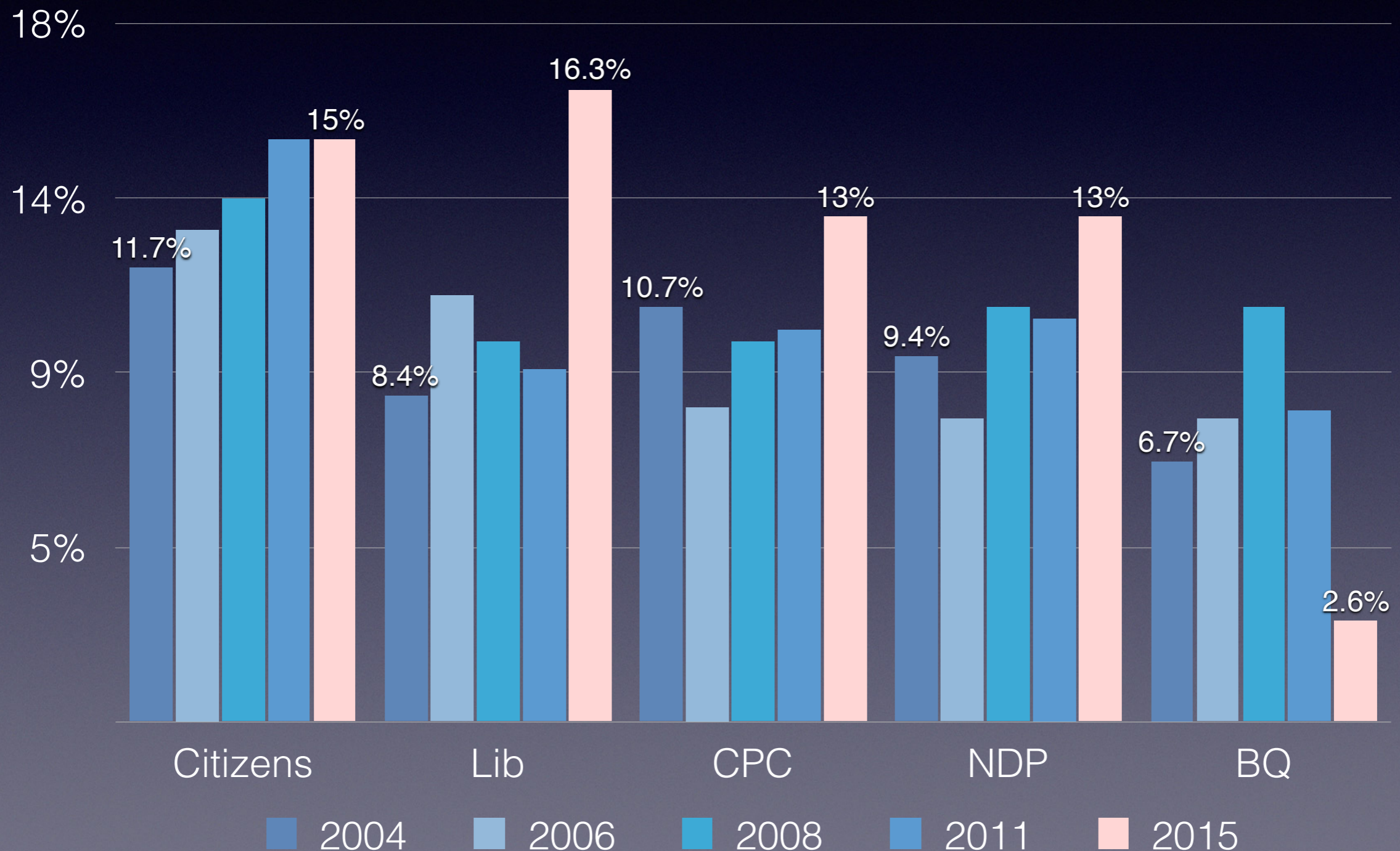


Last full period: When all immigrants eligible — 2001-5 (NHS), 2006-10 (Census)

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

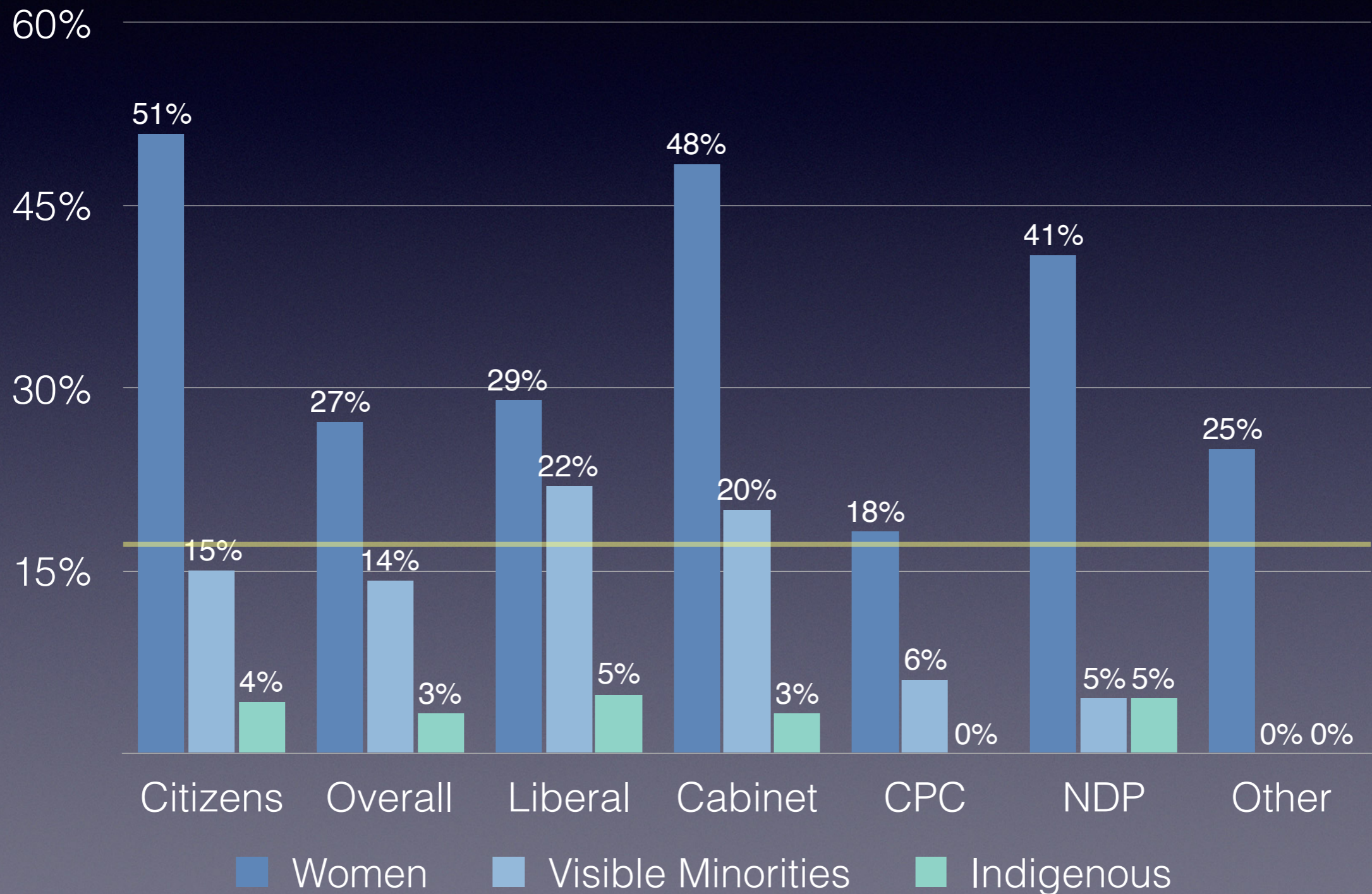
Growth in VisMin Candidates

Visible Minority 2004 - 2015 Elections



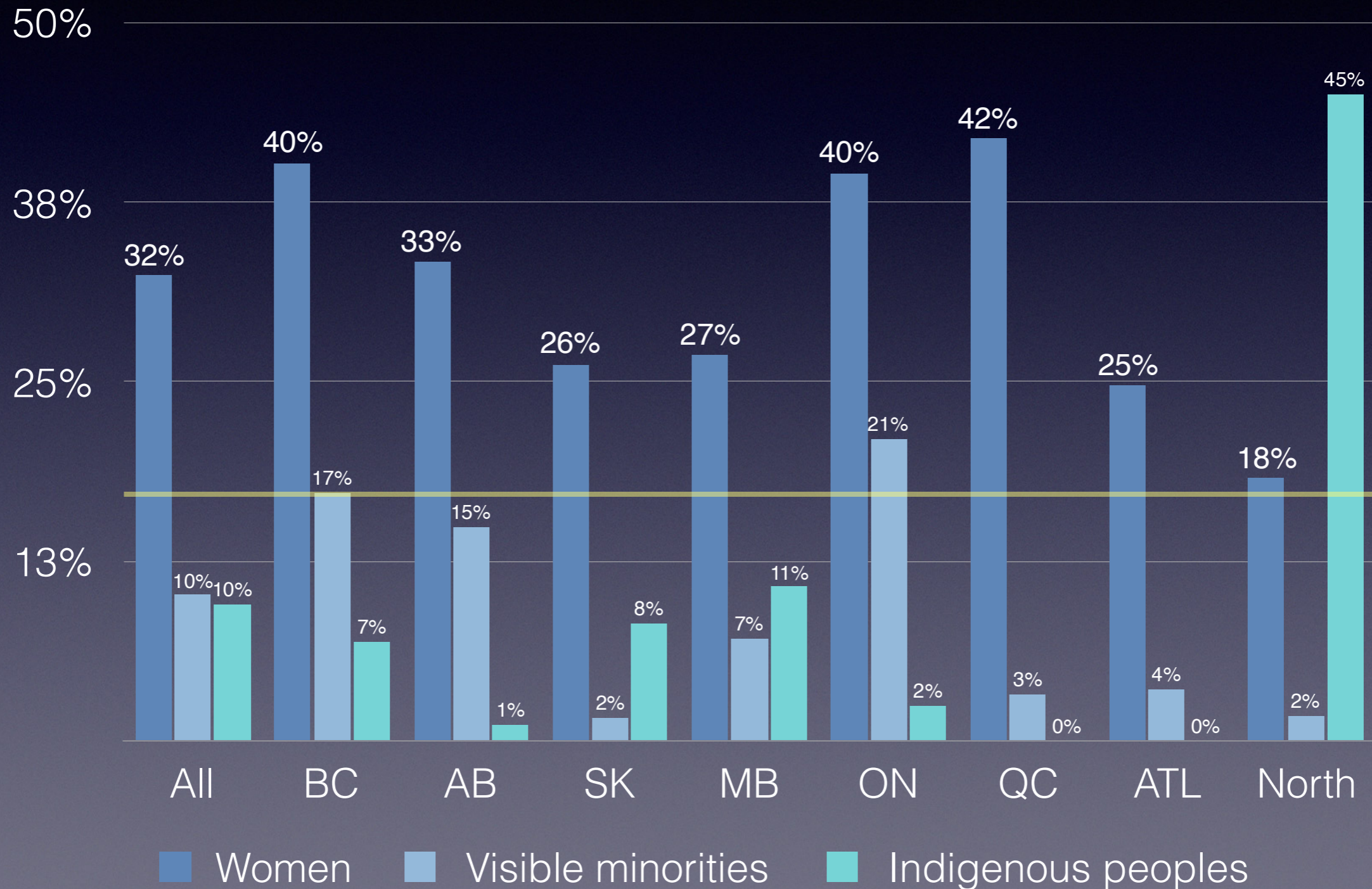
Federal Parliament Composition

June 2017



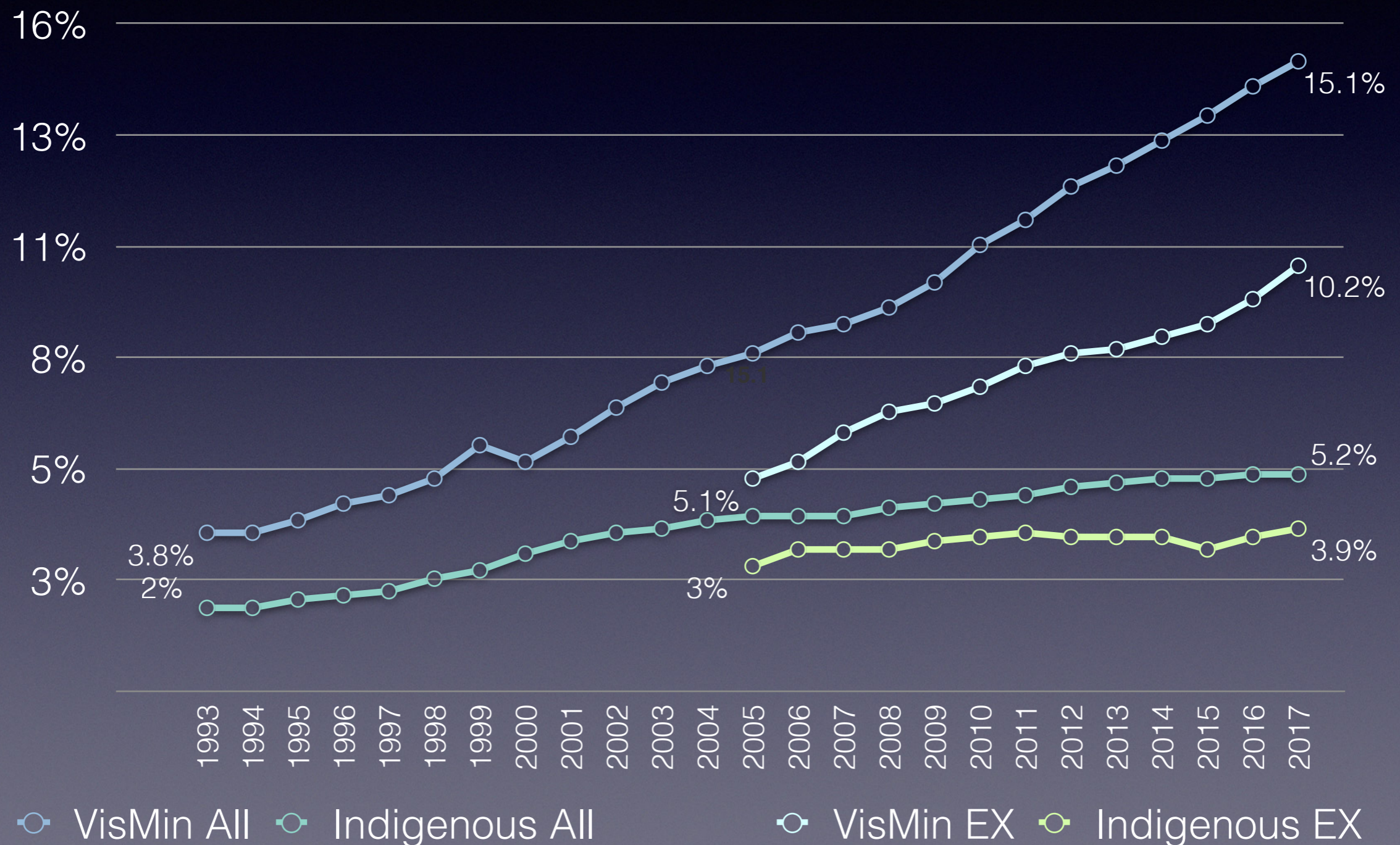
Composition Provincial Parliaments

November 2018



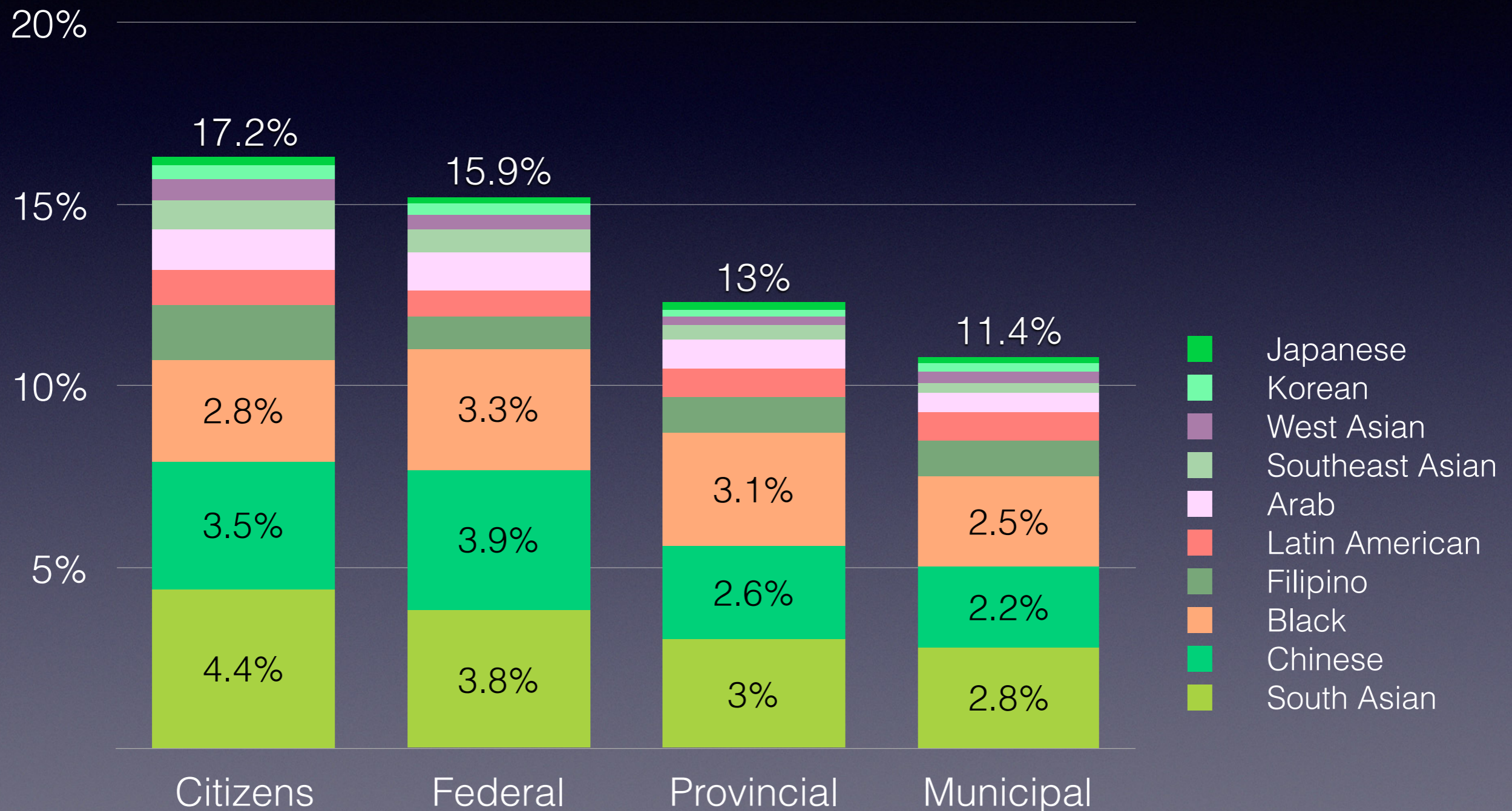
Public Service Diversity Growth

Visible Minorities and Indigenous peoples



Public Administration

Visible Minority Employees — Census 2016 (NAICS)
25-64, All Generations



Concluding observations

- Dispersion and concentration of visible minorities
- Second generation economic outcomes largely comparable to non-immigrants
 - But some groups less so, irrespective of education
- Social services, education and public administration representation varies by sector and province
 - Serious police under-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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