



Measuring Multiple and Intersecting Identities Part 2:

Exploring visible minority status in the inclusion framework

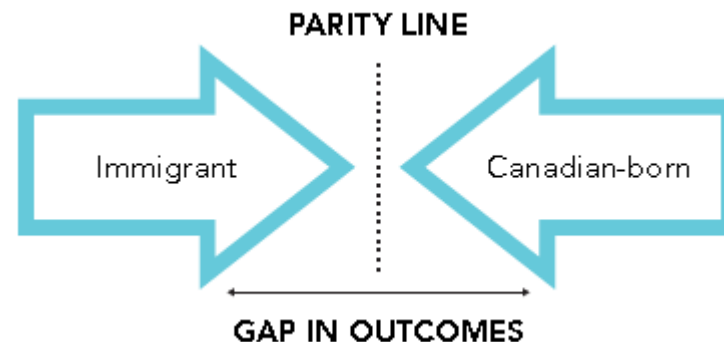
METROPOLIS CONFERENCE

October 7, 2021

What is the cimmi ?

Canadian Index for
Measuring Integration

- ▶ A uniquely Canadian resource for policymakers, researchers, settlement service provider organizations and local immigration partnerships
- ▶ Evaluates the extent to which relative parity is achieved between immigrants and the Canadian-born population across Canada
- ▶ Uses Statistics Canada datasets starting from 1991
- ▶ Provides rankings based on the gap in outcomes between immigrants and the Canadian-born population
- ▶ The smaller the gap, the better the region performs relative to the rest of Canada



► Why expand the CIMI to CIMII?

- Immigrants are not a homogenous group and embody a considerable degree of diversity.
 - E.g.: visible minority immigrants are different from non-visible minority immigrants, second generation of immigrants are different from the first generation, etc.
- It is critical to disaggregate immigrant data by different identity markers to improve the understanding of newcomer needs and emerging trends, measuring immigrant outcomes.
- Upon exploring the feasibility of intersecting generation status, inter/intra-provincial migration, and official language minorities within immigrant groups, these themes fall outside the CIMI's concept of integration.
- However, they can fit within a broader inclusion model that examines more than just gaps between immigrants and non-immigrants, assessing diverse groups as they intersect with immigrant status and identity markers.
 - E.g., although generation status cannot measure integration within the current CIMI model, it can be applied to a more comprehensive inclusion framework.

Moving towards
the CIMII
(2020-2023)

Evolution from Integration to Inclusion

- ▶ Current CIMI definition of **integration**:
 - ▶ **Integration** is a dynamic process that we envision as an interaction between immigrants and non-immigrants along a metaphoric “two-way street.” Achieving integration requires that there be relative parity between immigrants and non-immigrants in several key areas (i.e., economic, social, civic and democratic participation, and health). Reducing disparities for societal participation and ensuring equitable access to services are also fundamental to achieving successful integration.
- ▶ **Inclusion** on the other hand aims at a broader vision or wider set of identity markers that accounts for but is not limited to immigrants.
- ▶ **Inclusion** [...] is about creating a culture that strives for equity and embraces, respects, accepts and values difference (Source: <https://ccdi.ca/our-story/diversity-defined/>)
- ▶ **Inclusion** is a process that ensures that members of the society have the **ability** to access, regardless of ethnocultural origin, the **opportunities** and **resources** necessary to participate, barrier-free, in the economic, social, and political life of society (Statistics Canada).

How do we measure inclusion?

“Diversity is being invited to the party, inclusion is being asked to dance.”

-Verna Myers, VP of Diversity and Inclusion at Netflix

- ▶ While diversity is relatively straightforward to measure, “inclusion” is less tangible and often described in qualitative and/or subjective terms.
- ▶ At the root of this problem is that *inclusion is invisible to those who enjoy it* (inclusion reflects the absence of negative incidents that make one feel excluded).
- ▶ ANALOGY related to healthcare (**HEALTH**): we tend not to think about our health until we have an illness or injury. Doctors often ask us to rate on a scale of 1 to 10: “how much does it hurt?”
- ▶ In the context of the work environment (**ECONOMIC**), inclusion has been defined as “being able to bring your *whole self* to work.” But how do you measure this? Qualitative data may be the key (i.e., in-depth interviews with migrant workers) or new sources of quantitative data (i.e., tailored surveys for employees).
- ▶ As it relates to the community and society (**SOCIAL**), we might think of measuring inclusion as the absence of racism/discrimination or victimization.
- ▶ Civic inclusion (**CIVIC & DEMOCRATIC PARTICIPATION**) stresses the connection that migrants feel with their community and which is created by their local involvement with the community and its organizations. As for political inclusion, many civic inclusion issues are the result of an uncertain or temporary legal status.

Definition Sources: UNESCO Social and Human Sciences, Paolo Guadiano, Forbes Magazine.



Why visible minority status?

- ▶ “Social inclusion, or more accurately, social exclusion, is a critical issue facing members of the racialized and immigrant communities today. We are among the most marginalized historically, and that is still the case.”

-Avvy Go, Director, Metro Toronto Chinese and Southeast Asian Legal Clinic, Evidence, 7 March 2012

Visible Minority Status

▶ Definition*

The Employment Equity Act defines visible minorities as "persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour."

The visible minority population consists mainly of the following groups: South Asian, Chinese, Black, Filipino, Latin American, Arab, Southeast Asian, West Asian, Korean and Japanese.

▶ In this analysis, we will look at:

- **Visible minority population:** South Asian, Chinese, Black, Filipino, and other visible minorities are grouped due to small sample sizes (Latin American, Arab, Southeast Asian, West Asian, Korean, Japanese, visible minority n.i.e., multiple visible minorities).
- **Non-visible minority population:** White.

* <https://www23.statcan.gc.ca/imdb/p3Var.pl?Function=DEC&Id=45152>

While most Canadians report living in an inclusive community, visible minorities and those born outside Canada are less likely to feel this way

- ▶ An inclusive community is one where people can participate in activities without fear of experiencing harassment or discrimination. Most Canadians (86%) reported living in inclusive communities during the pandemic, and the results showed no statistically significant differences in the perception of inclusiveness of their community by gender, age group, or highest level of education of respondent.
- ▶ Visible minorities and those born abroad see their communities as less inclusive during the pandemic. For example, 81% of the visible minority population described their community as inclusive, while 87% of those not designated as a visible minority did so. Similarly, 81% of people born abroad felt their community was inclusive compared with 88% of those born in Canada. This difference becomes even greater when the results are adjusted for the effects of gender, age group, education and the respondent's region of residence.

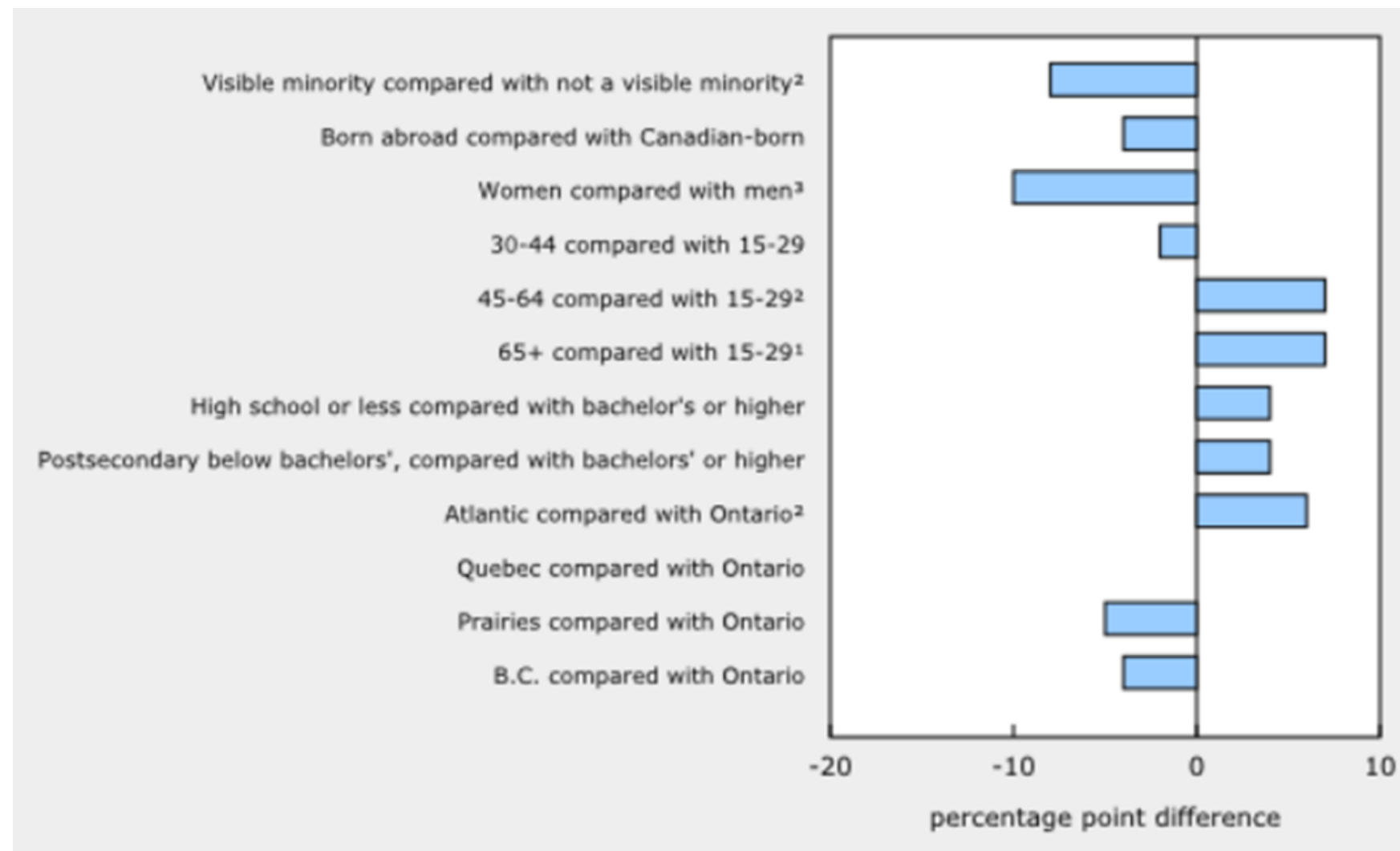
Source: Portrait of Canadian Society - Experiences During the Pandemic (PCS2), 2021.

Persons designated as visible minorities consider their neighbourhoods less safe for people with different skin colour, ethnic origin or religion

- ▶ Canadians were asked how often they think people in their neighbourhood had been harassed or attacked because of their skin colour, ethnic origin or religion since the start of the pandemic. Overall, **13%** of Canadians reported that people in their neighbourhood had often or sometimes been targeted for these reasons.
- ▶ While the majority of Canadians (**87%**) did not consider their communities as unsafe to others, there were important differences (SEE CHART ON NEXT SLIDE).
- ▶ Visible minorities were less likely to see their neighbourhoods as safe for people of different skin colour, ethnic origin or religion compared with those who were not a visible minority (**80%** versus **88%**).
- ▶ Perception of safety in neighbourhoods also differed by gender, age group, and the respondent's region of residence. Women considered their communities less friendly to people of diverse origins than men (**82%** vs. **92%**), as did younger people (aged 15 to 29) compared with those aged 45 to 64 (**83%** vs. **91%**).

Source: Portrait of Canadian Society - Experiences During the Pandemic (PCS2), 2021.

Perceived differences in seeing neighbourhoods as safe for people with different skin colour, ethnic origin or religion, by visible minority status, place of birth, gender, age group, highest level of education and respondent's region of residence



1: $p \leq .10$

2: $p \leq .05$

3: $p \leq .005$

Source:

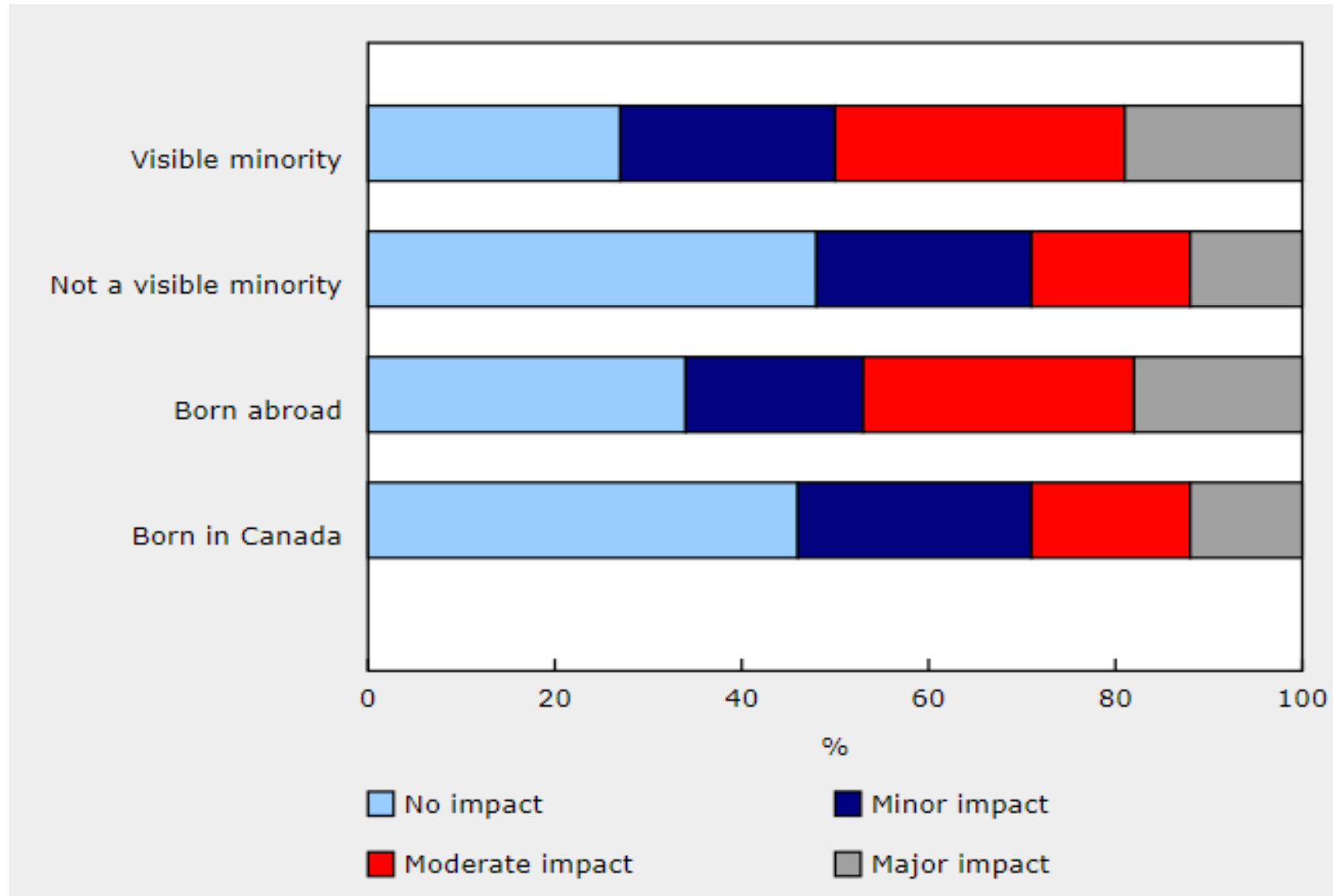
Portrait of Canadian Society - Experiences During the Pandemic (PCS2), 2021.

Visible minorities or persons born outside Canada report more financial impacts due to the pandemic

- ▶ Many visible minorities and newcomers to Canada work in the industries and essential services most often affected by the pandemic, and have experienced unemployment, job change and economic uncertainty.
- ▶ Throughout the pandemic, the unemployment rates of visible minorities remained higher than those of other Canadians
- ▶ Visible minorities and immigrants were significantly more likely than other Canadians to state that COVID-19 had a major impact on their ability to meet financial obligations or essential needs, such as rent or mortgage payments, utilities and groceries.
- ▶ Just over half of all visible minorities (**51%**) and almost half of those born abroad (**47%**) reported a major or moderate financial impact of the pandemic, compared with only **29%** of other Canadians. These differences remained significantly large after adjusting the results by gender, age group, education and region of residence.

Source: Portrait of Canadian Society - Experiences During the Pandemic (PCS2), 2021.

Impact of COVID-19 on the ability to meet the financial obligations or essential needs (e.g., rent or mortgage payments, utilities and groceries), by visible minority status and place of birth



Source:
Portrait of Canadian Society - Experiences During the Pandemic (PCS2), 2021.

Visible Minority x Immigrant Status by CMA

Immigrant Status	Visible Minority Group	N	Montréal	Ottawa - Gatineau	Toronto	Calgary	Edmonton	Vancouver	Others	Total
Non-immigrants	South Asian	216,865	0.6%	0.9%	5.4%	1.8%	1.4%	6.1%	0.4%	1.3%
	Chinese	202,850	0.6%	1.0%	4.2%	2.5%	1.8%	7.2%	0.3%	1.3%
	Black	223,970	2.5%	1.7%	5.4%	0.9%	1.1%	0.8%	0.5%	1.4%
	Filipino	63,115	0.2%	0.2%	1.3%	0.7%	0.5%	1.4%	0.2%	0.4%
	Other Vismin	258,890	2.2%	2.1%	5.1%	2.4%	2.1%	3.7%	0.6%	1.6%
	White	14,260,185	92.8%	90.2%	76.9%	87.2%	85.4%	76.1%	90.0%	87.9%
	Aboriginal	994,325	1.2%	3.9%	1.7%	4.4%	7.7%	4.7%	8.1%	6.1%
Immigrants	South Asian	963,455	6.0%	10.0%	25.9%	20.8%	20.3%	17.8%	12.5%	18.1%
	Chinese	778,515	6.5%	10.3%	16.6%	13.9%	11.5%	33.7%	6.2%	14.6%
	Black	471,125	16.7%	18.3%	8.8%	8.5%	11.6%	1.5%	7.0%	8.8%
	Filipino	438,800	2.7%	3.9%	7.4%	13.2%	15.0%	9.9%	9.8%	8.2%
	Other Vismin	1,121,835	33.8%	28.2%	18.8%	21.0%	19.5%	18.9%	18.1%	21.1%
	White	1,547,875	34.3%	29.2%	22.4%	22.6%	22.0%	18.1%	46.0%	29.1%
	Aboriginal	5,530	0.0%	0.1%	0.0%	0.1%	0.1%	0.1%	0.3%	0.1%

Methodology

- ▶ Datasets: Census 2016, General Social Survey 2013
- ▶ Two types of analyses:
 - 1 - Unadjusted/descriptive analysis
 - 2 - Adjusted/statistical analysis using different regression models
- ▶ Select indicators:
 - 1 - Economic indicators: Wages, low-income measure, full-time employment, occupational skill levels*, underemployment*
 - 2 - Social indicators: Sense of belonging, subjective wellbeing, a victim of discrimination

*Note: Indicators with * are the new variables compared to the CIMI 2.0 integration framework.*

Economic indicators

integrationindex.ca/search-rank-compare/search/

Google ACS IMDB Oct Conference Interdimensional an...



COVID-19 Impacts

Search, Rank or Compare

Simulation

Resources & Initiatives

▼ About CIMI

Canada



Canada



2016 - 2020



VIEW

Wages

Immigrant wages for both full-time and part-time workers were less than the wages for Canadian-born workers in this period. After accounting for socio-demographic characteristics such as age, sex, language, education, occupation, full-time work, visible minority and mobility status:

- The estimated wage gap was \$5,941 for full-time workers.
- The estimated wage gap was \$3,494 for part-time workers.

Wages

- Definition: Refers to gross wages and salaries before deductions for such items as income taxes, pension plan contributions and employment insurance premiums during the reference period.
- Population: Age 18-64, currently employed, paid-workers, working full-time

Average annual wages by immigrant status (uncontrolled)

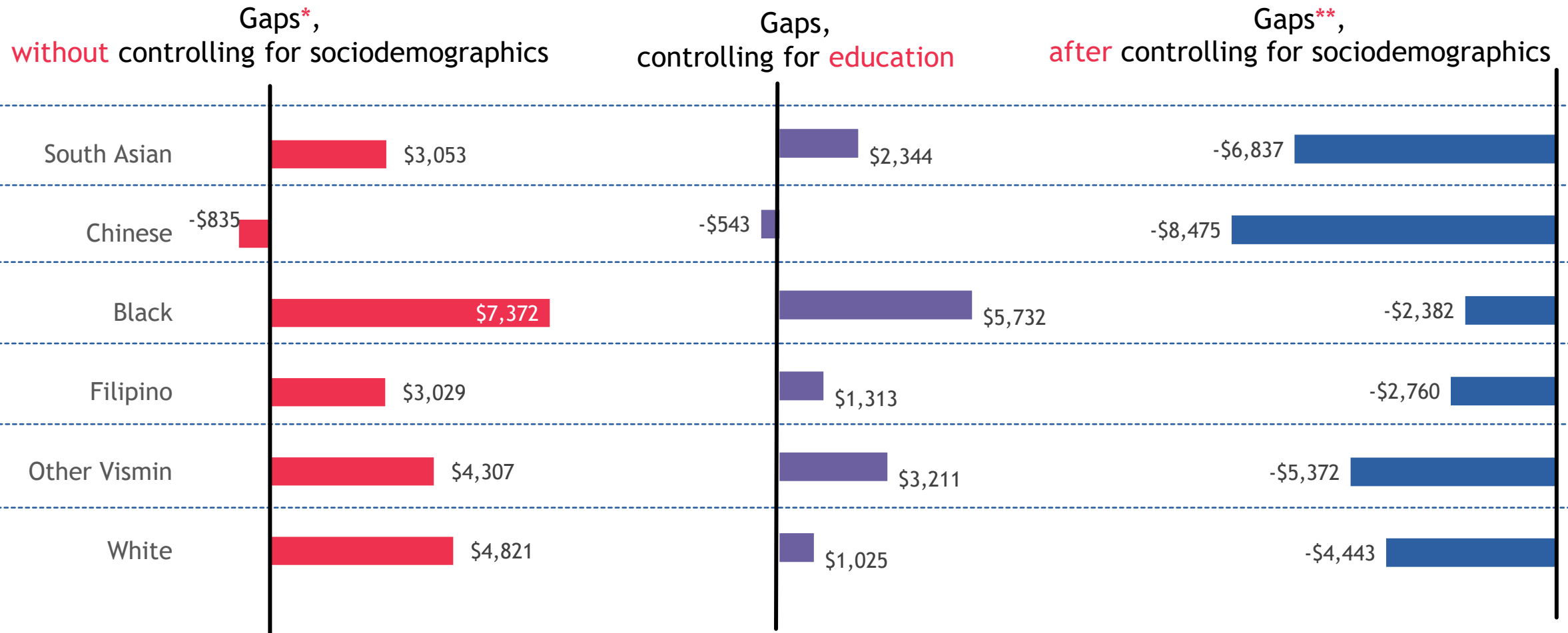
	Non-immigrants		Immigrants		Immigrants Wage Gaps* (IMM - NonIMM)
South Asian	1.3%	\$43.0K	17.6%	\$46.0K	\$3.1K
Chinese	1.3%	\$51.5K	13.2%	\$50.7K	-\$0.8K
Black	1.4%	\$36.5K	9.4%	\$43.9K	\$7.4K
Filipino	0.4%	\$38.6K	11.3%	\$41.6K	\$3.0K
Other Vismin	1.6%	\$39.3K	19.2%	\$43.6K	\$4.3K
White	94.0%	\$52.0K	29.2%	\$56.8K	\$4.8K
Total**	100.0%	\$51.4K	100.0%	\$48.6K	-\$2.8K

Note: Sample included workers aged 18-64, working for wages, employed, wages <= \$200,000. Source: Statistics Canada, Census of Population, 2016.

* The wages gap is calculated as follows: wages of immigrants - wages of non-immigrants

** Total= total Canadians - Aboriginal population

Wages gaps between immigrants & non-immigrants



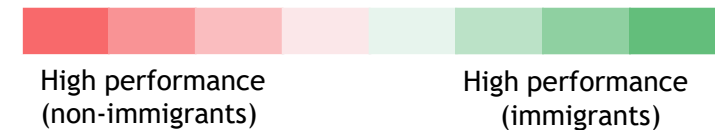
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* The wages gap is calculated as follows: wages of immigrants – wages of non-immigrants

**To ensure fair comparison, researchers control for age, sex, language, marital status, full-time working status, skill level jobs, mobility status.

Wages gaps* between immigrants & non-immigrants by CMA

	South Asian	Chinese	Black	Filipino	Other ethnicities	White
Montreal	-\$ 3,908	-\$ 7,172	-\$ 3,523	-\$ 2,551	-\$ 3,506	-\$ 8,879
Ottawa	-\$ 1,877	-\$ 5,614	-\$ 6,252	\$ 3,055	-\$ 4,678	-\$ 5,163
Toronto	-\$ 6,403	-\$ 7,016	-\$ 3,213	-\$ 3,206	-\$ 4,706	-\$ 6,730
Calgary	-\$ 7,852	-\$ 8,891	-\$ 2,033	-\$ 5,032	-\$ 6,759	-\$ 5,539
Edmonton	-\$ 6,044	-\$ 7,411	-\$ 2,465	-\$ 2,343	-\$ 4,214	-\$ 5,743
Vancouver	-\$ 8,216	-\$ 9,680	-\$ 3,871	-\$ 3,429	-\$ 7,778	-\$ 3,476
National	-\$ 6,837	-\$ 8,475	-\$ 2,382	-\$ 2,760	-\$ 5,372	-\$ 4,443



Note: Sample included workers aged 18-64, working for wages, employed, wages <= \$200,000. Source: Statistics Canada, Census of Population, 2016.
*To ensure fair comparison, researchers control for age, sex, language, marital status, full-time working status, skill level jobs, mobility status.

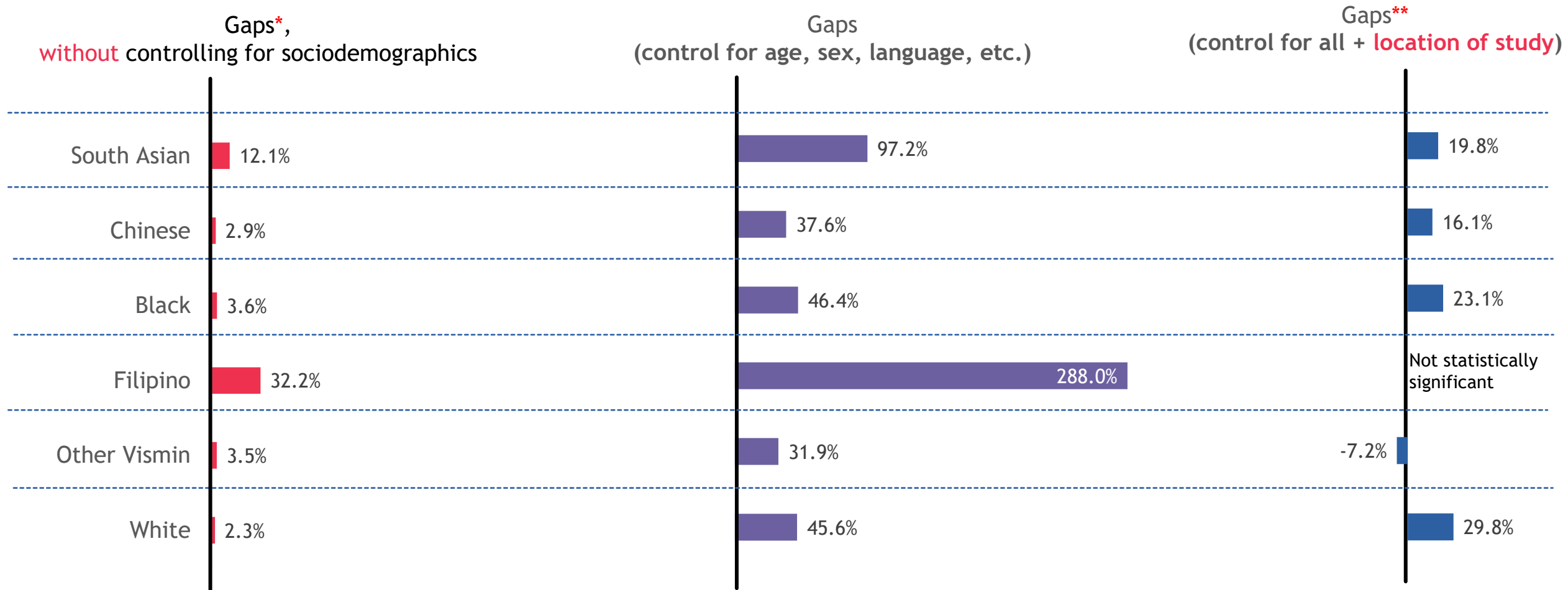
Underemployment

▶ Definition:

- **Visible underemployment** happens when someone does not believe his or her work hours are sufficient (involuntary part-time workers).
 - **Invisible underemployment** occurs when skills are not fully used or when the job is considered substandard because of wages or other employment characteristics.
- ▶ This analysis only focuses on **invisible** underemployment.
- ▶ In this analysis, invisible underemployment rate is the percentage of workers holding bachelor degree or above but working in occupations that only requires high school or job-specific training or on-the-job training (skill levels C and D).

* <https://www150.statcan.gc.ca/n1/pub/11-402-x/2011000/chap/lab-tra/lab-tra-eng.htm>

Underemployment gaps



Note: Sample included workers aged 18-64. Source: Statistics Canada, Census of Population, 2016.

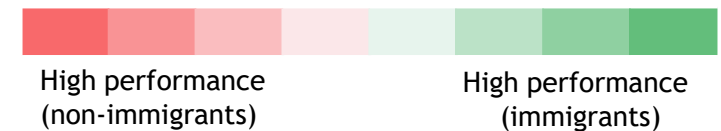
* The gap is calculated as follows: underemployment rate of immigrants – underemployment rate of non-immigrants

**To ensure fair comparison, researchers control for age, sex, language, marital status, full-time working status, mobility status, location of study.

Underemployment gaps* between immigrants & non-immigrants by CMA

	South Asian	Chinese	Black	Fillipino	Other ethnicities	White
Montreal	NS	NS	41.4%	NS	NS	30.8%
Ottawa	25.1%	NS	26.7%	77.5%	-16.1%	25.5%
Toronto	13.3%	9.7%	14.9%	22.3%	-18.9%	28.6%
Calgary	57.2%	12.5%	72.1%	29.4%	NS	40.8%
Edmonton	54.9%	22.6%	25.1%	94.1%	NS	45.1%
Vancouver	28.2%	25.5%	46.6%	5.5%	18.6%	15.8%
<i>National</i>	19.8%	16.1%	23.1%	NS	-7.2%	29.8%

NS = Not statistically significant (p-value > 0.05)



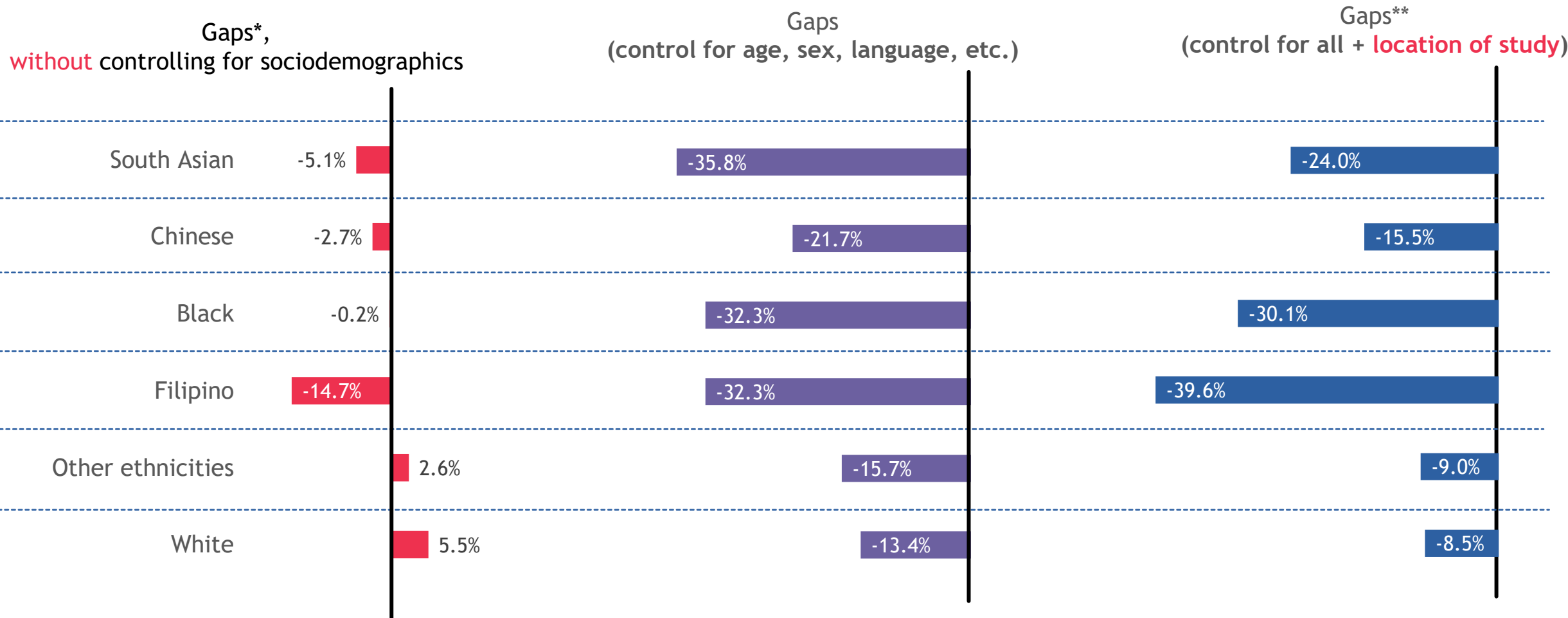
Note: Sample included workers aged 18-64. Source: Statistics Canada, Census of Population, 2016.

*To ensure fair comparison, researchers control for age, sex, language, marital status, visible minority status, full-time, mobility status, **location of study**.

Occupational Skill Levels

- ▶ Definition: Refers to the kind of work performed by persons aged 15* years and over as determined by their kind of work and the description of the main activities in their job.
- ▶ Skill levels:
 1. Skill level A/O: Managers
 2. Skill level A: Professional jobs that usually call for a degree from a university
 3. Skill level B: Technical jobs and skilled trades that usually call for a college diploma or training as an apprentice
 4. Skill level C: intermediate jobs that usually call for high school and/or job-specific training
 5. Skill level D: labour jobs that usually give on-the-job training
- ▶ Canada considers “skilled” jobs those with NOC Skill Type O, A or B.
- ▶ Population: Age 18-64

Skilled jobs



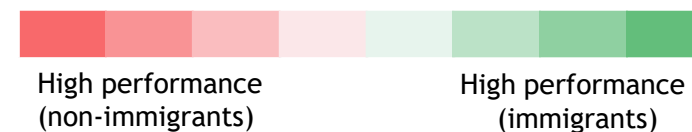
Note: Sample included workers aged 18-64. Source: Statistics Canada, Census of Population, 2016.

* The gap is calculated as follows: % of immigrants work in skilled jobs - % of non-immigrants work in skilled jobs

**To ensure fair comparison, researchers control for age, sex, language, marital status, full-time, working status, mobility status, location of study.

Gaps* in skilled jobs by CMA

	South Asian	Chinese	Black	Filipino	Other ethnicities	White
Montreal	-11.9%	-12.4%	-27.2%	-13.9%	8.4%	-18.4%
Ottawa	-17.1%	-13.2%	-27.8%	-38.4%	-11.5%	-20.0%
Toronto	-19.7%	-12.2%	-26.8%	-40.1%	-5.5%	-16.6%
Calgary	-41.0%	-20.4%	-52.9%	-44.3%	-14.2%	-14.2%
Edmonton	-35.2%	-11.2%	-34.1%	-32.9%	-17.0%	-15.5%
Vancouver	-24.0%	-14.7%	-43.0%	-36.6%	-8.8%	-5.3%
National	-24.0%	-15.5%	-30.1%	-39.6%	-9.0%	-8.5%



Note: Sample included workers aged 18-64. Source: Statistics Canada, Census of Population, 2016.

*To ensure fair comparison, researchers control for age, sex, language, marital status, full-time working status, mobility status, location of study.

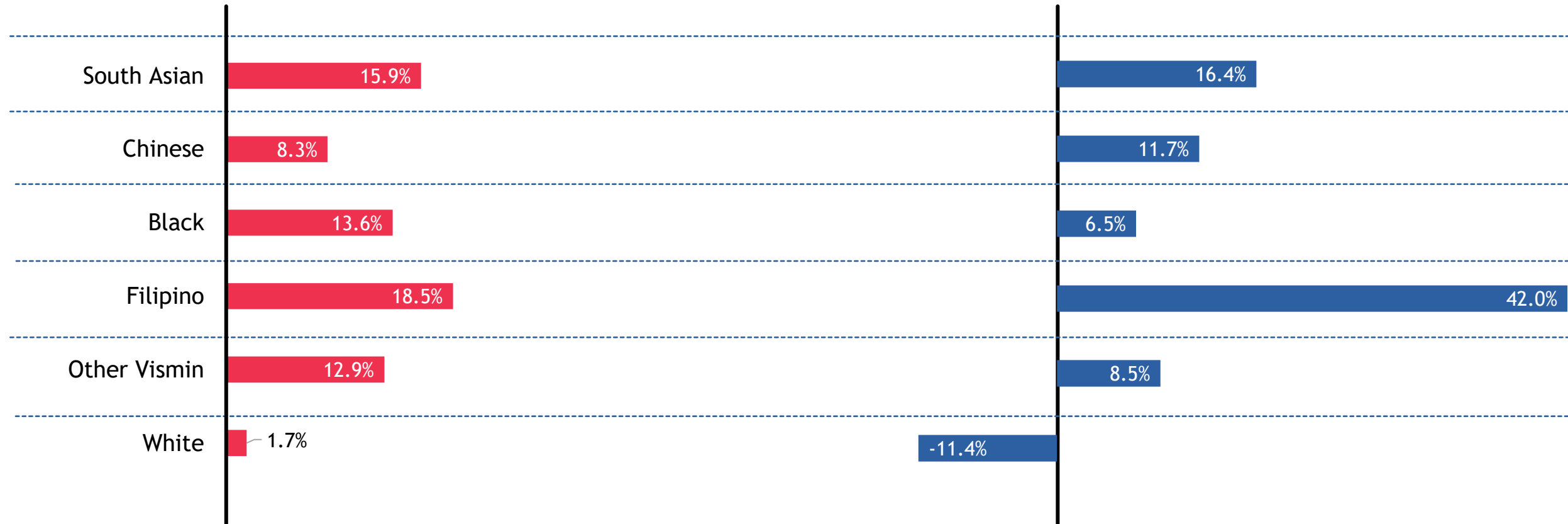
Full-time employment

- Definition: Refers to the percentage of individuals who are working full-time.
- Population: Age 18-64

Full-time employment

Gaps*,
without controlling for sociodemographics

Gaps**,
After controlling for sociodemographics



Note: Sample included workers aged 18-64. Source: Statistics Canada, Census of Population, 2016.

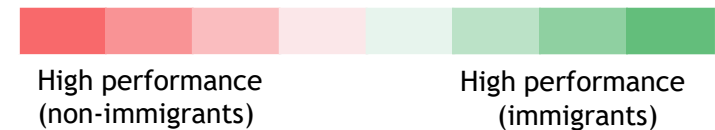
* The gap is calculated as follows: % of immigrants work full-time – % of non-immigrants work full-time

**To ensure fair comparison, researchers control for age, sex, language, marital status, visible minority status, full-time, mobility status.

Gaps* in full-time employment by CMA

	South Asian	Chinese	Black	Filipino	Other ethnicities	White
Montreal	28.4%	-7.0%	13.1%	119.0%	30.5%	-9.0%
Ottawa	-15.4%	24.2%	NS	86.8%	NS	-27.1%
Toronto	20.2%	21.1%	4.3%	45.7%	NS	-6.5%
Calgary	16.7%	26.6%	NS	NS	12.3%	-10.8%
Edmonton	NS	22.1%	19.2%	28.7%	18.1%	-5.4%
Vancouver	16.2%	2.8%	NS	31.0%	NS	-5.7%
National	16.4%	11.7%	6.5%	42.0%	8.5%	-11.4%

NS = Not statistically significant (p-value > 0.05)



Note: Sample included workers aged 18-64. Source: Statistics Canada, Census of Population, 2016.

*To ensure fair comparison, researchers control for age, sex, language, marital status, full-time working status, mobility status, location of study.

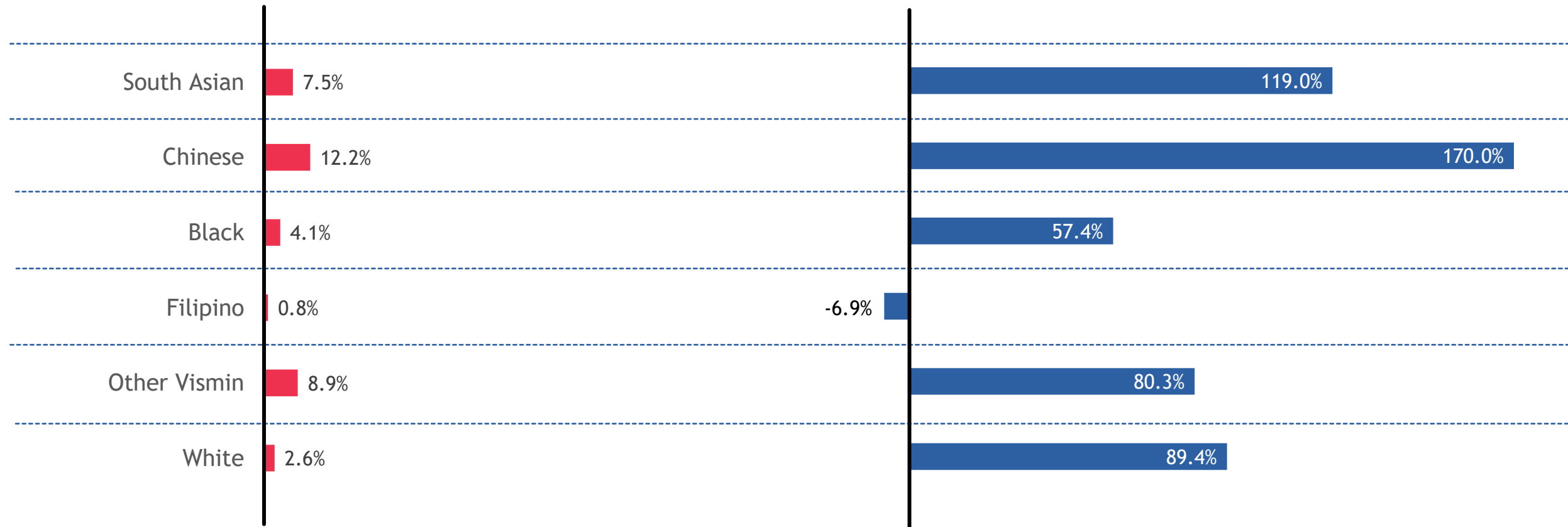
Low-income cut-off (LICO)

- ▶ Definition: Refers to the percentage of individuals who have lived below Statistics Canada's low income cut-off, before-tax.
- ▶ Population: Age 18-64

Low income cut-off (LICO)

Gaps*,
without controlling for sociodemographics

Gaps**,
After controlling for sociodemographics



Note: Sample included workers aged 18-64. Source: Statistics Canada, Census of Population, 2016.

* The gap is calculated as follows: % of immigrants living below LICO- % of non-immigrants living below LICO

**To ensure fair comparison, researchers control for age, sex, language, marital status, full-time working status, mobility status.

Gaps* in LICO by CMA

	South Asian	Chinese	Black	Filipino	Other ethnicities	White
Montreal	111.0%	96.0%	68.9%	51.9%	42.1%	139.0%
Ottawa	41.6%	71.1%	78.9%	NS	82.3%	87.6%
Toronto	119.0%	172.0%	71.3%	54.9%	116.0%	75.0%
Calgary	59.2%	105.0%	62.7%	NS	31.6%	34.8%
Edmonton	55.0%	102.0%	46.1%	-47.1%	47.9%	40.8%
Vancouver	156.0%	196.0%	33.8%	NS	92.6%	36.0%
<i>National</i>	<i>119.0%</i>	<i>170.0%</i>	<i>57.4%</i>	<i>-6.9%</i>	<i>80.3%</i>	<i>89.4%</i>



Note: Sample included workers aged 18-64. Source: Statistics Canada, Census of Population, 2016.

*To ensure fair comparison, researchers control for age, sex, language, marital status, full-time working status, mobility status, location of study.

Key messages

- ▶ Wages is the indicator that sees the completely opposite trends before or after controlling for sociodemographics. If we only look at descriptive data (uncontrolled), immigrants seem to perform very well (earned more than non-immigrants), but if we control for sociodemographics, **immigrants earned much less than non-immigrants, especially the Chinese and South Asian workers.**
- ▶ Immigrants are consistently **more likely to be underemployed, less likely to work in skilled jobs, and more likely to work full-time** than non-immigrants in most of the ethnic groups.
- ▶ “**Location of study**” plays a very important role in narrowing the gaps in outcomes between immigrants and non-immigrants in underemployment and skilled jobs indicators. It holds true to all ethnic groups.
- ▶ Immigrants are slightly **more likely to live below the LICO** than non-immigrants before controlling for sociodemographics. However, the gaps increase considerably after controlling, especially for the South Asian and Chinese groups.

Social indicators

- ▶ Sense of belonging to local community
- ▶ Subjective well-being
- ▶ Victim of discrimination in the past 5 years

- ▶ *Note: For social indicators, we only look at the visible minority group at the national level due to the sample size issue at the CMA level.*

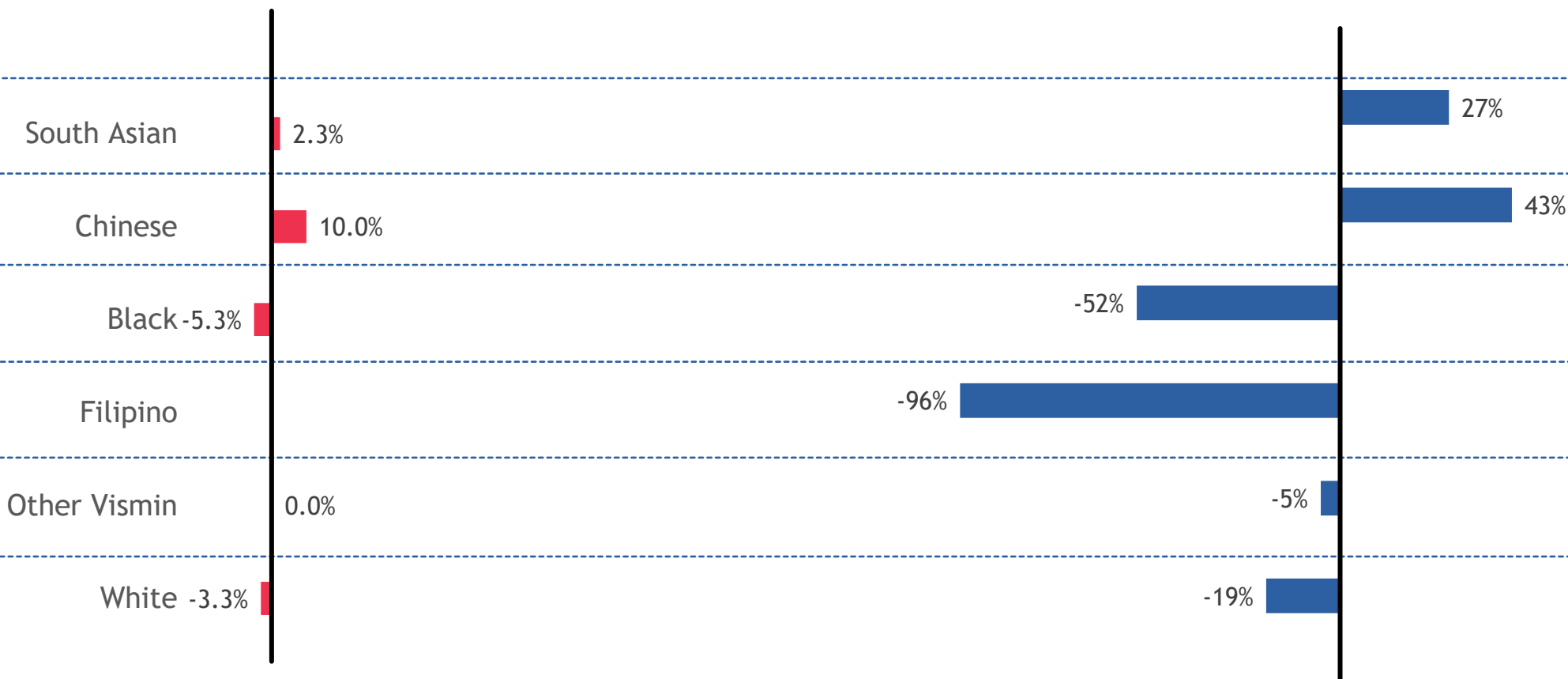
Sense of belonging to local community

- ▶ Definition: Refers to the percentage of individuals who report a strong or very strong sense of belonging to their local community.
- ▶ Population: Age 18-64

Sense of belonging to local community

Gaps* in SOB,
without controlling for
sociodemographics

Gaps** in SOB, **after**
controlling for
sociodemographics



Note: Sample included workers aged 18-64. Source: Statistics Canada, GSS, 2013.

* The gap is calculated as follows: % of immigrants who feel strong or very strong belonging to LC – % of non-immigrants who feel so

**To ensure fair comparison, researchers control for age, sex, education, income, employment, language, marital status.

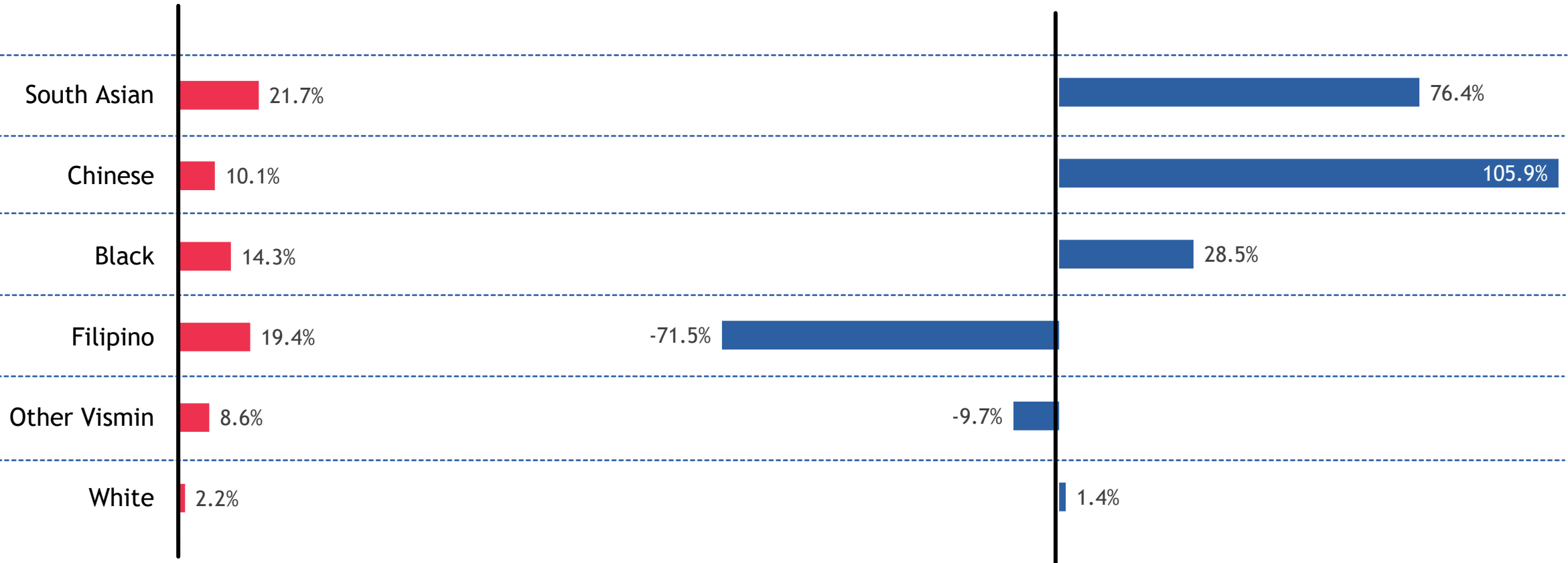
Subjective well-being

- ▶ Definition: Refers to the proportion of individuals that say that right now they are very satisfied with their life as a whole.
- ▶ Population: Age 18-64

Subjective well-being

Gaps*,
without controlling for
sociodemographics

Gaps**,
After controlling for
sociodemographics*



Note: Sample included workers aged 18-64. Source: Statistics Canada, GSS, 2013.

* The gap is calculated as follows: % of immigrants who are very satisfied with their subjective well-being – % of non-immigrants who feel so

** To ensure fair comparison, researchers control for age, sex, education, income, employment, language, marital status.

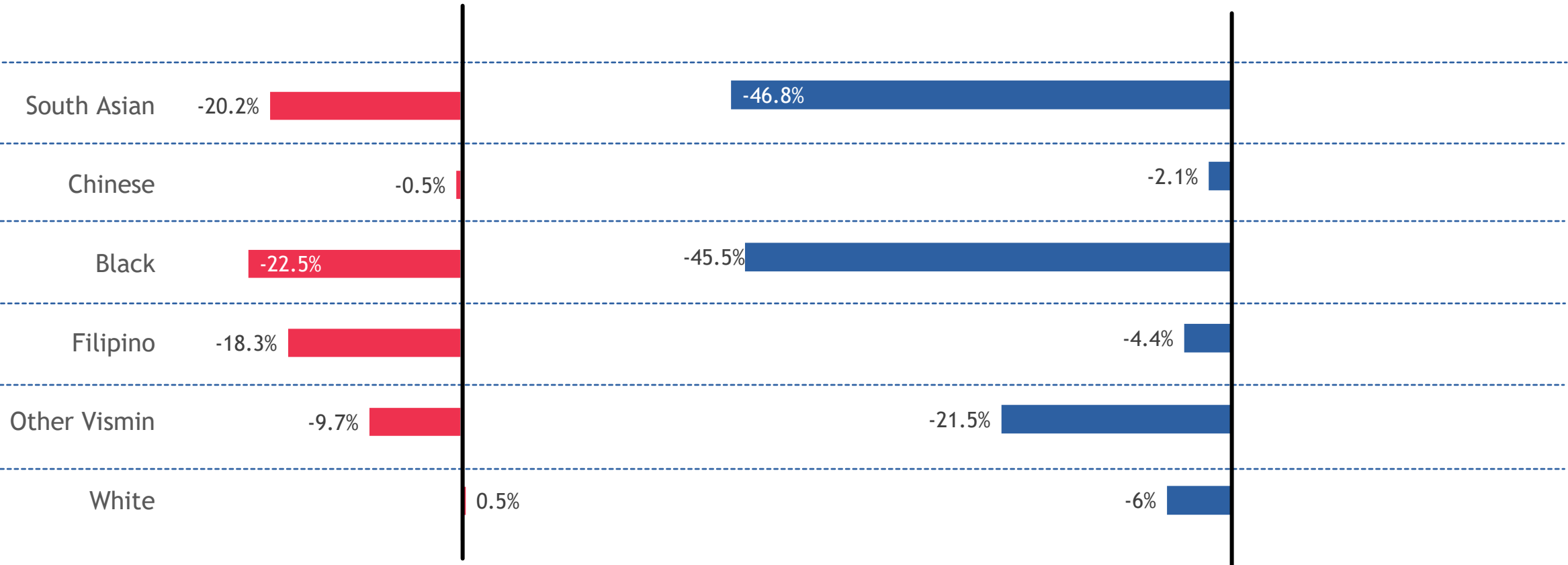
Victim of discrimination in the past 5 years

- ▶ Definition: Refers to the percentage of individuals who said they experienced discrimination over the past 5 years.
- ▶ Population: Age 18-64

Victim of discrimination

Gaps*,
Without controlling for
sociodemographics

Gaps**,
After controlling for
sociodemographics*



Note: Sample included workers aged 18-64. Source: Statistics Canada, GSS, 2013.

* The gap is calculated as follows: % of immigrants who experienced discrimination – % of non-immigrants who did so

** To ensure fair comparison, researchers control for age, sex, education, income, employment, language, marital status.

Key messages

- ▶ In almost all indicators, **adding control variables widens the gap** between immigrants and Canadian-born across all ethnic groups.
- ▶ Immigrants are **less likely to be victims of discrimination** and **more likely to report satisfaction with their subjective well-being** across almost all ethnic groups.
- ▶ When it comes indicator that measures discrimination, Chinese ethnic group has the smallest gap between immigrants and Canadian-born compared to rest of the visible minorities.

Moving forward

- ▶ Explore the intersection between visible minority status with generational status and gender.
- ▶ Explore how different visible minority groups perform over time (since 1991 till now).

“Unless careful analysis, thought, and precision are brought to bear, poorly conceived response brings with it the risk of expending scarce resources without any tangible outcome or, far worse, exacerbating a given situation.” (Senate Canada, 2013)



THANK YOU

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