Canada’s Visible Minorities: 1967 - 2017

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Introduction

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

• Canadian society has evolved over the past half century and will continue to do so over the next half century.
• Governments have brought in polices to manage and respond to changing demographic characteristics.
• There is substantial evidence to suggest that visible minorities face inequality in different facets of life.
• The visible minority population could double over the period 2001 to 2017……...what are the implications?
Immigrant intake, Canada, 1946-2001

* Figures prior to 1951 do not include New foundland
Ethnic origin, Canada, 1941

Source: 1941 Census of Canada
Ethnic origin, Canada, 2001

Canadian only: 23%
Canadian & French: 4%
French only: 6%
British & French: 2%
British only: 14%
Can. & Br.: 1%
Can. & Br. & Fr.: 1%
Can. & Fr.: 3%
Can. & Oth.: 3%
Other: 47%
Other only: 30%
British & Other: 8%
French & Other: 1%
Canadian & Other: 3%
British & French & Other: 2%
Other & Canadian &/or British French: 3%

Source: 2001 Census of Canada
Most frequently reported ethnic origins other than British or French, Canada, 1941

- German
- Ukrainian
- Scandinavian
- Netherlands
- Jewish
- Polish
- Aboriginal
- Italian
- Russian
- Hungarian

Source: 1941 Census of Canada
Most frequently reported ethnic origins other than British, French or Canadian, 2001

Source: 2001 Census of Canada
Mean earnings disparity, Visible Minorities born in Canada vs Whites born in Canada, 1971 - 2001

Results from regressions which include age, education, official language knowledge, marital status, household size and city of residence (from Pendakur and Pendakur, 2007).
Mean earnings differential, Visible Minorities born in Canada vs Whites born selected CMAs 1996

- Halifax
- Montreal
- Ottawa-Hull
- Toronto
- Hamilton
- Winnipeg
- Calgary
- Edmonton
- Vancouver

Filled in bars significant at .05

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

Results from regressions which include age, education, official language knowledge, marital status, household size and city of residence (from Pendakur and Pendakur, 2007).
Earnings differentials, by quantile, Visible minority vs white males, Canada 2001

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

• Visible minorities, even those born in Canada, earn less than majority workers with similar characteristics.

• The earnings differentials faced by visible minorities are persistent over time.

• The earnings gap is often worse at the bottom of the distribution.

• The gap is very different by gender.
  – Visible minority women do not face the same magnitude of earnings discrimination as do men.
Policy Initiatives

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

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

• Clauses addressed:

(2) Religious freedom
(15.1) Equality rights (1985)
(15.2) Affirmative action/corrective policies (1985)
(27) Multicultural heritage to be respected
Canadian Multiculturalism Act

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

• Specific legislation in B.C., Alberta, Saskatchewan, Manitoba, Quebec, Nova Scotia

• Related laws or policies in Ontario, New Brunswick, P.E.I. and Newfoundland and Labrador
Defining moments (selected)

- The Canadian Charter of Rights and Freedoms
- Turbans in the RCMP / in the Legions
- Adoption of Sharia Law in Ontario
- Redress of past injustices
- Herouxville
Visible Minorities in 2017

• Demographics
• Religious diversity
• Foreign policy issues
• Reasonable Accommodation
Growth of the Visible Minority Population:
• Between 6.3 and 8.5 million visible minority persons in 2017 (19% to 23% of total population).
• 22% of Canada’s population will be immigrants.
• Roughly half the visible minority population will be either South Asian or Chinese origin.

Age structure of the visible minority population
• Visible minorities will be younger (on average) than the rest of the population.

Provincial distribution
• ¾ of the visible minority population will live in Ontario and British Columbia.
• Almost 1/3rd of the BC population will be a member of a visible minority group.

The Census Metropolitan Areas:
• Almost ¾ of visible minority persons will be in Toronto, Vancouver or Montreal.
• More than half the population of Toronto and Vancouver will be visible minority.
• Almost ½ of Vancouver’s visible minority population will be Chinese.
Visible Minority Population, Selected CMAs, 2001 & 2017
Religious diversity

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

• As communities grow their impact on Canadian foreign policy will also likely increase.

• Will require balancing interest group views with broader government interests.
Reasonable accommodation

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

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