

Visible Minorities



in Canada

Did you Know?

- In 2006, visible minorities accounted for 16.2% of Canada's population, up from 13.4% in 2001, and 6.3% in 1986. (1),(2)
- It was recently predicted that by the year 2031, between 29% to 32% of the Canadian population could belong to visible minority groups. (3)

The Workforce:

- In 2006, visible minorities represented 15.4% of the labour force, up from 6.4% in 1986. (4),(5)
- In 2006, the top five visible minority groups in the labour force were South Asian (24.9%), Chinese (23.6%), Black (15.1%), Filipino (9.3%), and Arab/West Asian (7.8%). (4)
- In 2006, 67.3% of visible minorities were employed, compared to 66.7% of White/Caucasians. In the same year, 8.6% of visible minorities were unemployed compared to 6.2% of White/Caucasians. (4)
- According to the Employment Equity Act Annual Report (HRSDC, 2008), only 14.5% of individuals employed in the federally regulated communications sector are visible minorities. (6)
- Only 5.1% of senior managers working in the federally regulated private sector in 2006 were visible minorities (HRSDC, 2008). (6)
- Visible minorities are significantly less satisfied with their careers than white/Caucasians, and more likely to experience workplace barriers, lack of fairness in talent management practices, lack of role models and other key factors influencing career advancement. (7)

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Education:

- In 2001, approximately 6.1% of visible minorities had obtained a graduate degree, compared to 3.4% of White/Caucasians. Whereas in 1986, 4.6% of visible minorities had a graduate degree, compared to 2% of White/Caucasians. (8)
- In 2001, 22% of visible minorities had an undergraduate degree, compared to 13.2% of White/Caucasians. In 1986, 15% of visible minorities had a university certificate or degree, compared to 9% of White/Caucasians. (8)
- Education levels are not translating into comparable returns in employment. It is estimated that the annual cost of unrecognized learning for visible minorities ranges between \$2.2 billion and \$3.4 billion. (9)

Income:

- The wage gap between visible minorities and White/Caucasians increased from 9.7% in 1986 to 13.1% in 2001. (8)
- In 2001, the mean total income for visible minorities was approximately \$21,717, compared to \$28,246 for White/Caucasians. While in 1986, visible minorities earned approximately \$10,252, compared to \$12,454 for White/Caucasians. (8)

Leadership/Entrepreneurship:

- Only 13% of leadership positions in the Greater Toronto Area are held by visible minorities. The greatest number of leadership positions held by visible minorities is in the Education sector (20%), while the smallest number of leadership positions held by visible minorities is in the Corporate sector (4%). (DiverseCity, 2009). (10)
- In 2001, only 7.9% of senior management positions in Canada were held by visible minorities. (8)

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