

2023

# Equity, Diversity, and Inclusion in the Workforce



## Disclaimer

This Employment Ontario Project is funded by the Province of Ontario.  
This document is current as of February 2023. Please be aware that this information may change over time. The views expressed in this document do not necessarily reflect those of Employment Ontario or the Government of Ontario.



## Table of Contents

<b>Disclaimer .....</b>	<b>1</b>
<b>Part I: Introduction .....</b>	<b>6</b>
Project Scope.....	6
Methodology .....	7
1. Environmental Scan .....	7
2. Data Analysis .....	7
Section I: Legislative Policies That Attempt to Impact Labour Market Outcomes of Underrepresented Groups .....	9
Definitions.....	10
Section II: Changing Trends .....	11
Section III: Barriers to Inclusion for Underrepresented Groups .....	11
1. Barriers Applicable Across Groups: .....	12
2. Barriers to Distinct Groups .....	12
3. Labour Force Status of Underrepresented Groups .....	18
4. Income Gap .....	20
<b>Part III: Data Analysis:.....</b>	<b>22</b>
1. Immigrants: .....	22
1.1 Population: .....	22
1.2 Education Attainment .....	23
1.3 Labour Force Characteristics: .....	24
1.4 Poverty Rate: .....	25
2. Indigenous People .....	26
2.1 Population .....	26
2.2 Education Attainment .....	26
2.3 Labour Force Characteristics: .....	27
3. Visible Minorities: .....	29
3.1 Population .....	29
3.2 Education Attainment .....	30
3.3 Labour Force characteristics .....	31
4. Women .....	32
4.1 Population .....	32
4.2 Labour Force Characteristics .....	33
4.3 Employment Income Gap .....	33
5. Persons With Disabilities .....	34
5.1 Population .....	34
5.2 Labour Force Characteristics .....	35
5.3 Employment by Occupation .....	35

5.4 Employment by Industry .....	36
5. 2SLGBTQI+ Community.....	36
<b>Recommendations .....</b>	<b>40</b>
Recommendations .....	40
<b>Bibliography:.....</b>	<b>41</b>
Appendix 1: Glossary of Terms: .....	41
Appendix 2: Literature Review:.....	42
Newcomers: .....	42
Visible Minority:.....	43
Women:.....	43
Persons with disabilities: .....	44
Indigenous: .....	44
2SLGBTQI+ Community .....	45
Racialized Workers:.....	45
The Impact of Covid-19 Pandemic: .....	46
Appendix 3: DWA research strategy .....	47
<b>Research Strategy Addendum 2023.....</b>	<b>48</b>
Appendix 4: Continuing the Conversation .....	50
Guiding Questions.....	50
Study Design .....	51
Analysis and interpretation.....	52
<b>References: .....</b>	<b>53</b>

## List of Figures:

Figure 1: Summary of Main Findings and Possible Implications of Occupational Health Practitioners.....	17
Figure 2: Labour Market Outcomes by Identity, Canada, 2016 - 2021.....	18
Figure 3: Labour Market Outcomes by Identity, Ontario, 2016 - 2021 .....	19
Figure 4: Labour Market Outcomes by Identity, Oshawa CMA, 2016 - 2021 .....	20
Figure 5: Average Employment Income for Racialized and Non-Racialized Population, Canada, 2016 - 2021 .....	21
Figure 6: Average Employment Income for Racialized and Non-Racialized Population, Ontario, 2016 - 2021 .....	21
Figure 7: Average Employment Income for Racialized and Non-Racialized Population, Oshawa CMA, 2016 - 2021 .....	21
Figure 8: National, Provincial, and Regional Immigrant Population by Census (2011, 2016, 2021) .....	22
Figure 9: Top Five Places of Birth of Immigrants Living in Durham Region, 2021 .....	22
Figure 10: Top Five Places of Birth of Recent Immigrants Living in Durham Region, 2021 .....	23
Figure 11 : Education Attainment by Immigrant Status, Durham Region, 2021Source: Statistics Canada, 2021 Census of Population, Table 98-10-0432-01.....	23
Figure 12: Education Attainment by Immigrant Status and Gender, Durham Region, 2021 .....	24
Figure 13: Regional Labour Force Characteristics by Immigrant Status and Gender, 2021 .....	24
Figure 14: Employment Income Gap by Immigrant Status, Gender and Age Group, Durham Region, 2021 .....	25
Figure 15: Regional Poverty Rate by Immigrant Status and Age Group, 2021 .....	25
Figure 16: National, Provincial, and Regional Indigenous Population by Census, (2011, 2016, 2021) .....	26
Figure 17: Education Attainment by Indigenous Identity, Durham Region, 2021.....	27
Figure 18: Education Attainment by Indigenous Identity and Gender, Durham Region, 2021.....	27
Figure 19: Regional Labour Force Characteristics by Indigenous Identity and Gender, 2021.....	28
Figure 20: Employment Income Gap by Indigenous Identity, Gender and Age Group, Durham Region, 2021 .....	28
Figure 21: Regional Poverty Rate by Indigenous Identity, and Age Group, 2021.....	29
Figure 22: National, Provincial, and Regional Visible Minorities Population by Census (2011, 2016, 2021) .....	29
Figure 23: Education Attainment by Visible Minority Status, Durham Region, 2021.....	30
Figure 24: Education Attainment by Visible Minority Status and Gender, Durham Region, 2021.....	30
Figure 25: Regional Labour Force Characteristics by Visible Minority Status and Gender, 2021.....	31
Figure 26: Employment Income Gap by Visible Minority Status, Gender, Age Group -Durham Region, 2021 .....	31
Figure 27: Regional Poverty Rate by Visible Minority Status and Age group, 2021 .....	32
Figure 28: Regional Percentage of Women, 2021 .....	33
Figure 29: Regional Labour Force Characteristics of Women, 2021.....	33
Figure 30: Employment Income Gap for Women, Durham Region, 2021 .....	34
Figure 31: Regional, Provincial, and National Prevalence of Disabilities among People aged 15 and over .....	34
Figure 32: National and Provincial Labour Force Characteristics for Persons with Disabilities, 2017.....	35
Figure 33: Employment by Occupation for Persons with Disabilities, Canada, 2017 .....	35

Figure 34: Employment by Industry for Persons with Disabilities, Canada, 2017 .....	36
Figure 35: Distribution of the Population by Gender, Oshawa CMA, 2021 .....	37
Figure 36: Distribution of the Population by Sex at Birth, Oshawa CMA, 2021 .....	37
Figure 37: 2SLGBTQI+ Community by Sexual Orientation, Canada, 2021 .....	37
Figure 38: 2SLGBTQI+ Community by Age Group, Canada, 2021 .....	38
Figure 39: 2SLGBTQI+ Community by Identify, Canada, 2021 .....	38
Figure 40: Employment.....	39
Figure 41:Workplace Harassment.....	39

## Part I: Introduction

The COVID-19 Pandemic revealed that women, youth, persons with disabilities, newcomers, Indigenous, racialized communities and 2SLGBTQI+ Community are at a greater risk of labour market shocks. This fact moved the Durham Workforce Authority (DWA) to revise its research strategy and create a research standard that applies an equity lens to all future data collection. The goal is to broaden the DWA's understanding of the local labour market. Included in this report, the new research standard seeks to find appropriate data collection methods, reporting techniques, and styles that are not exclusive or colonial, connecting to new community partners to better serve job seekers, learners, and those with lived experience.

As part of this research and a permanent change in research strategy, the DWA will broaden its outreach to diverse communities in the region to engage with the DWA. This report includes updated Labour Market Information (LMI) for underrepresented groups, provides a sample of new 2SLGBTQI+ data that will be collected at the federal level for the first time and the revised DWA research strategy. Combined, the body of work presented provides up-to-date LMI and a road map to our research future.

### Project Scope

The Equity, Diversity, and Inclusion (EDI) report examines labour market outcomes of women, persons with disabilities, newcomers, Indigenous, racialized communities and 2SLGBTQI+ Community to develop a better understanding of the different aspects of systemic and structural factors that facilitate or present barriers to labour force participation.

The scope of the work covered the following three areas of inquiry:

- Overview of the legislative frameworks such as employment equity policies, and best practices for increasing diversity in the workplace, and highlights the role of employers toward changing employment systems.
- Overview of the systemic and social barriers to employment for underrepresented groups.
- Overview of the major patterns and trends in the labour market for underrepresented groups, including the labour market experience and outcomes for underrepresented groups, and the role of employers.

This report will be a stepping stone for the DWA to embed an EDI lens throughout all future research. The DWA has included the current research strategy and the research strategy addendum 2023 in the appendix.

In 2017, the DWA released its research strategy. The strategy has served as the foundation and guiding principle for all research undertaken by the organization since then. Since 2017, several of our research projects have revealed important gaps in our work. The Skilled Trade report noted that racialized individuals, newcomers, immigrants, and persons with disabilities had challenges attaching and remaining employed in skilled trades in Durham Region. The DWA's Post-Pandemic Recovery Report revealed that the same job seekers fared poorly during the pandemic's darkest days and continue to struggle in the labour market. A review of the DWA's existing research strategy revealed a weakness that did not include an EDI lens.

Equity, diversity, and inclusion in research is a continuous process of cultural transformation that requires leadership in communication, awareness-building (creating inspiring conversations) and recognizing excellence.

Other larger research bodies have recently updated their research strategy and the DWA reviewed them, taking inspiration from Dalhousie University, the University of Ottawa and Qualtrics. The revised research strategy is built on these sources. It takes much of our research strategy from the Natural Science and Engineering Research Council of Canada (NSERC) EDI research strategy committed to increasing equitable and inclusive participation in the research.

The DWA believes a research strategy is a living document and wants to create an inclusive research strategy, ensuring all Durham Region residents are included in the Labour Market Information (LMI) collected, viewed, actioned and future research is collected without unconscious bias.

## Methodology

The EDI report draws on Statistics Canada data and broad academic literature to develop a better understanding of the labour market outcomes for underrepresented groups living in the Durham Region. A combination of methodologies informs this Report, including:

### 1. Environmental Scan

A comprehensive environmental scan collected labour market information on underrepresented groups. This environmental scan focused on: legislative policies that attempt to impact labour market outcomes of underrepresented groups, social and systemic barriers to employment, and the labour market characteristics of those groups, including participation, engagement, and unemployment rates. The literature review can be found in the appendix.

### 2. Data Analysis

Data analysis is based on Statistics Canada's data programs:

- Census of Population for the years 2011, 2016 and 2021,
- Labour Force Survey,
- 2017 Canadian Survey on Disability,
- 2SLGBTQI+ Action Plan Survey.

The Census of Population is conducted every four years. The Labour Force Survey is a monthly survey that measures the current state of the Canadian labour market and is used, among other things, to calculate the national, provincial, territorial, and regional employment and unemployment rates.

The Canadian Survey on Disability (CSD) is a national survey that collects information about the lived experiences of youth and adults whose everyday activities may be limited. The survey gathers data on the type and severity of disabilities. It includes a range of topics that provide insight into the social and economic well-being of persons with disabilities. The survey was conducted from June 3 to November 30, 2022, and the updated data will be available in late 2023.

The new 2SLGBTQI+ Action Plan Survey is presented for information as the report acknowledges the small sample size and most respondents were from one province. However, the survey is an impressive first, step and recently, Statistics Canada indicated it would release more information in late 2023.



These survey results are used to make essential decisions regarding job creation, education and training, retirement pensions and income support.

**Of note:**

Men+ and Women+ are new categories Statistics Canada used when breaking down data by gender; the (+) symbol refers to non-binary persons. This is primarily due to the latest statistical standards on gender and sex at birth that Statistics Canada published in April 2018, used for the first time in the current Census.

In the previous versions of the census, the classification of gender did not include the distinction between men, women and the non-binary distinction between cisgender, transgender, and non-binary people until 2021. Sex at birth refers to the sex assigned at birth. Gender refers to an individual's personal and social identity as a man, woman or non-binary person (a person who is not exclusively a man or a woman).

In the 2021 census, the terms 'sex at birth' and 'gender' will be used in most Statistics Canada data tables as Statistics Canada moves toward being more inclusive and using the noted new terms – Men+ and Women+. The DWA acknowledges limitations and potential micro-aggressions using data that is not fully inclusive. It is not our intent to harm community members further. We are buoyed by the prospect of obtaining data on the employment experience of the 2SLGBTQI+ Community from the new 2SLGBTQI+ Action Plan Survey. Also of note, despite the DWA's extensive search for other sources peer reviewed, reliable data for smaller geographies, such as Durham Region remains a challenge and not available.

*Oshawa Census Metropolitan Area (CMA)*

Durham Region's geography poses a limitation, requiring the DWA to use the Oshawa Census Metropolitan Area (CMA). The Oshawa CMA includes Clarington, Whitby, and Oshawa. While Ajax, Pickering and Uxbridge are part of the Toronto Census Metropolitan Area – which also includes the York Region and areas of the Peel Region. Brock and Scugog are statistically too small to be included in Statistics Canada's monthly Surveys. The Oshawa CMA is used as a proxy for Durham Region; the DWA only has labour force data at the CMA level in Census years has an impact on community planning.

**Part I: Environmental Scan - Canada, Ontario, Durham Region**

A comprehensive environmental scan collected national, provincial, and regional information and data on labour market outcomes for underrepresented groups. This environmental scan contains three sections.

**Section one** provides an overview of employment equity policies, best practices for increasing diversity in the workplace and highlights the role of employers in changing employment systems.

**Section two** provides an overview of the environmental, systemic, and social barriers to employment for underrepresented groups.

**Section three** provides an overview of the major patterns and trends in the labour market for underrepresented groups, including the labour market experience and outcomes for underrepresented groups, and the role of employers.

## Section I: Legislative Policies That Attempt to Impact Labour Market Outcomes of Underrepresented Groups

This section provides an overview of employment equity policies, best practices for increasing diversity in the workplace and highlights the role of employers in changing employment systems.

### *Employment Equity*

Employment equity is an ongoing planning process to eliminate workplace barriers that may prevent all employees' full participation. Employment equity aims to identify and eliminate barriers in the organization's employment policies and practices, foster a climate for equity, and improve access and distribution throughout all occupations and at all levels for members of the designated groups.

In Canada, employment equity focuses on the employment situation of individuals or groups protected under the Canadian Human Rights Act (CHRA) or identified as a designated group under the Employment Equity Act (EEA). The EEA seeks to eliminate barriers experienced by designated group members – women, Aboriginal peoples, persons with disabilities and members of visible minorities.

New legislation such as Bill C-25, an Act to amend the Canada Business Corporations Act - aims to improve the representation of designated groups in leadership roles. It covers 55 per cent of Canada's corporations and requires reporting on the representation of women, racialized people, Indigenous people, and persons with disabilities, as well as strategies to advance inclusion. In addition to other national legislations, such as the Pay Equity Act (2018), improvements to the Employment Equity Act (2019), and the Accessible Canada Act, Bill C-81 aims to improve working opportunities, workplace conditions, and pay transparency for the benefit of people who are commonly paid less than colleagues for the same work (Elmi, 2020).

Numerous initiatives have been undertaken to create shifts in mindsets and culture required to achieve employment equity, including government-wide strategies and plans, specific activities for designated groups, and skills development for leaders. The recent establishment of the Canadian Council of Business Leaders Against Anti-Black Racism (CCBLAR) is one example of these initiatives. A report by the Public Policy Forum (PPF) and the Diversity Institute in 2020 indicated that establishing CCBLAR means that the current focus on advancing anti-racism may have an enduring impact on the workplace.

In May 2021, Durham Region Council established the Durham Region Anti-Racism Taskforce (DRART), part of the region's commitment to develop and implement an Anti-Racism Framework to ensure a healthy workplace and address racism within the Durham Region. The mandate of the DRART is to act in an advisory role to Regional Council through the Finance and Administration Committee on issues related to racism (Durham Region, 2021).

The Durham Local Immigration Partnership (DLIP) is a network of over 100 community partners, including settlement and non-settlement service providers, agencies, organizations, and institutions. The DLIP supports local employers in deepening their understanding of the benefits of diversity, culturally competent employment and workplace practices, federal and provincial immigration programs, employment services and incentives (Durham Region, 2020).

### *Intersectionality*

To better understand why underrepresented groups experience additional challenges in the workplace, we must first understand intersectionality and the many complex layers of discrimination that can exist in one person's identity structure (Hawranik, 2020). Understanding intersectionality is ultimately understanding the reality that an individual's identity may consist of two or more overlapping identifying characteristics such as, but not limited to, gender identity and expression, race, class, ethnicity, physical or mental ableness, religious beliefs, cultural identity, and so on. Social identity is varied and complex and when we understand this, we can better understand barriers to employment on an individual and community needs basis.

Examining barriers to employment or labour market, outcomes must be multifaceted and consider intersectionality to ensure complete equity, diversity, and inclusion. Marcie Hawranik (2020) states that applying an intersectional approach to the design, implementation, and evaluation of policy and programming by employers to reduce implicit and unconscious biases makes room for equity, diversity, and inclusion to exist in the workplace for employees. Thus, producing better, longstanding employment and labour market outcomes for marginalized individuals. Hawranik (2020) claims that research supports that this shift is being seen globally. When employers evolve their approach to the hiring and employing those with intersecting identities it increases the diversity in the workplace. It creates workplaces that are more inclusive and equitable.

### *Definitions*

1. **Immigrants/Newcomers-** "to Canada may be permanent residents (including people who have received "approval-in-principle" from Immigration, Refugees and Citizenship Canada to stay in Canada) refugees (protected persons) temporary residents (including student, worker, or temporary resident permit holders)" (Benefits, credits, and taxes for newcomers, 2023)
2. **Indigenous Peoples in Canada-** encompasses the First Nations, the Inuit, and the Métis (Indigenous Corporate Training Inc, 2016)
3. **Visible Minority-** "The Employment Equity Act (of Canada) defines visible minorities as 'persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour'" (Visible minority of person, 2021)
4. **Racialized gender-** "a sociological concept that refers to the critical analysis of the simultaneous effects of race and gender processes on individuals, families, and communities" (Few, 2007)
5. **Persons with Disabilities** the Accessible Canada Act states that a disability means any impairment, including a physical, mental, intellectual, cognitive, learning, communication, or sensory impairment — or a functional limitation — whether permanent, temporary, or episodic in nature, or evident or not, that, in interaction with a barrier, hinders a person's full and equal participation in society
6. **2SLGBTQI+ Community** - acronym used by the Government of Canada. 2S: at the front, recognizes Two-Spirit people as the first 2SLGBTQI+ communities; L: Lesbian; G: Gay; B: Bisexual; T: Transgender; Q: Queer; I: Intersex, considers sex characteristics beyond sexual orientation, gender identity and gender expression; +: is inclusive of people who identify as part of sexual and gender diverse communities, who use additional terminologies.

7. **Micro-aggressions**- everyday verbal and behavioural expressions that imply a negative slight or insult in relation to a person's race, sex, gender identity, disability etc. (Eisenmenger, 2019)
8. **Physical ableism**- hate or discrimination based on physical disability
9. **Sanism or mental ableism**- hate or discrimination based on mental health conditions and or cognitive disabilities
10. **Tokenism**- a symbolic effort by a company to hire a small number of people who belong to a minority or underrepresented group, merely as a smokescreen to prevent criticism and give the public impression that they treat people equitably or justly (Gill, 2022)

## Section II: Changing Trends

To ensure a truly diverse workplace exists it must consist of a collective and meaningful effort by both employers and employees via the sharing of thoughts, ideas and trends -especially those surrounding diversity and inclusion according to a recent article by Emily Douglas (2023). She argues for intentionality in accounting for all aspects of the employee lifecycle from hiring to training and maintaining and states that the human resource leaders will be looking to culture and values to better reflect workplace inclusivity in 2023 (Douglas, 2023). "This could take the form of leadership development and senior coaching, to ensure that any DEI pushes are always coming from the top down... DEI (Diversity, Equity, and Inclusion) success ultimately depends on innovative thinking, bold ideas, a commitment to embrace each and every employee voice as well as bringing everyone along the journey" (Douglas, 2023). Other trends for 2023 workplaces include using Inclusive language such as replacing non-gender-neutral greetings such as 'Hey, Guys' with gender neutral greetings such as 'Hello, everyone', adding pronoun fields to employee profiles and directories where employees can self-identify their preferred pronouns, and making a conscious effort to use inclusive language regarding different holidays (Johnson, 2022). Johnson (2022) also argues that employment, diversity, and inclusion should remain an employer priority beyond 2023, and this can be done by adjusting EDI initiatives and strategies as well as embracing a growth mindset regarding updating vocabularies, respecting employee pronouns, and including all upcoming holidays in internal monthly and posted communications. In addition, Priyakshi Sharma (2023) states the following list of diversity and inclusion trends for 2023:

1. An evolving remote workforce	6. Diversity, equity, and inclusion
2. Enabling diverse gender identity and gender expression	7. Hiring diversity professionals
3. Multigenerational workforce	8. Increased transparency in goals
4. Eliminating unconscious bias in the workplace	9. Supporting employees' mental health
5. Gearing up for systemic change	10. Looking beyond tokenism" (Sharma, 2023)

These trends are not going away and must be taken seriously by employers. "Researcher's state there is a generational divide when it come to attitudes toward DEI initiatives. In the report, 72 per cent of workers aged 18-34 said they would consider turning down a job offer or leaving a company if they did not think that their manager supported DEI initiatives" (Amanat, 2023). Thus, the emerging or growing population of workers will not consider working for an employer unwilling to grow with the changing labour market to be more diverse and inclusive. The research supports that mental health, personal happiness and well-being matter to the workers of 2023 at a staggering 90 per cent (Amanat, 2023).

## Section III: Barriers to Inclusion for Underrepresented Groups

Durham Region's 2018-2021 Diversity and Inclusion Strategy identified several barriers to inclusion, including inadequate data and research that exists to understand the workforce composition and workforce/community needs and the absence of diversity-related performance measures to capture

progress and return on investment. Diversity and inclusion initiatives are also happening in isolation, with no corporate-wide framework for accountability (Durham Region, 2018).

Barriers to inclusion can be disaggregated into two main categories (barriers applicable across groups and barriers for distinct groups).

### 1. Barriers Applicable Across Groups:

Some examples of mechanisms of disadvantage identified in the literature as critical barriers to employment applicable across underrepresented groups include:

#### *Social Barriers*

Social barriers shape the environment in which organizations and individuals work and are influenced by legislation, media and societal stereotypes of diversity and inclusion. Social barriers may include stigma, discrimination, prejudice, negative perceptions, and attitudes. These can be expressed as workplace bullying and harassment, in addition to race-based and sexual violence. Racial discrimination is any action, intentional or not, that singles out people based on their race and causes them to be treated differently. Racial discrimination is workplace harassment prohibited under Ontario's Human Rights Code.

#### *Environmental Barriers*

Environmental barriers in the workplace refer to the challenges that often limit or prevent a worker from fully participating. Environment barriers may include a lack of workplace protections and representation within sectors, occupations, or organizations, whereby a group cannot see themselves reflected – and protected – within them or draw upon like role models, mentors, and resources.

#### *Systemic Barriers*

Systemic barriers are policies, practices, or procedures that result in some people receiving unequal access or benefits or being entirely excluded. Underrepresented groups experience multiple systemic barriers to employment.

Employment Ontario offers programs designed to provide employment and training services to job seekers and employers, apprenticeship training to students seeking certification and employment in a skilled trade, and literacy and numeracy skills to people lacking the primary education necessary for employment.

### 2. Barriers to Distinct Groups

This section examines the challenges and barriers to inclusion that distinct underrepresented groups face to achieve their employment goals.

#### *Newcomers:*

For this report, 'newcomers' to Canada may be permanent residents (including people who have received 'approval-in-principle' from Immigration, Refugees and Citizenship Canada to stay in Canada), refugees (protected persons,) temporary residents (including students, workers, or temporary resident permit holders) (Benefits, credits, and taxes for newcomers, 2023). In general, newcomers experience significant employment challenges. The Durham Local Immigration Partnership (DLIP) outlines common challenges newcomers face, including recognition of foreign credentials, Canadian employers' perception of international experience, limited networks and mentoring opportunities, and biases.

### *Foreign Credentials*

The lack of recognition of foreign credentials is a common systemic barrier to employment for many newcomers. Foreign credentials refer to the highest education level (above a high school diploma) attained outside Canada. According to a recent study by the World Education Services (WES), "International education not being recognized" and "employers not accepting qualifications and experience" emerged as a core barriers to employment for many newcomers to Canada (World Education Services, 2019).

In 2015, Ontario's Office of the Fairness Commissioner (OFC) released a paper detailing the rate at which newcomers were securing employment within their regulated professions at a level appropriate to their training. This is referred to as the "employment match rate." The paper showed that newcomers who received their professional education abroad were considerably less likely to work in their field than their Canadian-born and Canadian-educated counterparts. In Ontario, 24.1 per cent of internationally educated newcomers were working in their profession, compared to 51.5 per cent of the Canadian-born and educated (Hon, 2015).

### *Lack of Canadian Experience*

Many newcomers to Canada arrive with an impressive work history. Unfortunately, the same criteria that are good enough to gain entrance to Canada are often insufficient to gain skills-appropriate employment. The greatest perceived challenge for newcomers is the general need for Canadian experience and recognition by employers and regulatory bodies of the value of acquired work experience.

Employers often cannot evaluate and/or understand how foreign work experience may be appropriate for the Canadian workplace. A discussion paper issued by WES found that employment rates declined as the number of years of international work experience increased, and those who reported working previously in a profession that is regulated in Canada were significantly less likely to be working in commensurate employment and doing work that leverages prior skills, education, and experience. (World Education Services, 2019a).

Even more, a study by Rudenko (2012) found that the requirement of Canadian work experience has also been identified as a mechanism by which some employers employ to justify not hiring newcomers.

In addition to difficulties with the recognition of foreign credentials and lack of Canadian experience, Employment and Social Development Canada in 2014 identified several challenges to employment for newcomers, including (lack of social and professional networks, over-qualification, cultural adaption challenges, perceived employer bias, and language competency challenges).

### *Gender-Based Discrimination*

In 2022, the Future Skills Centre issued a report indicating that three in ten women experience gender-based discrimination in the workplace. This experience is more common for younger, highly educated women in professional or executive occupations. Women who experience gender-based discrimination report poorer quality of mental health than their counterparts who have not been subjected to gender-based discrimination. The difference is particularly pronounced for younger women between 18 and 34 (Zou, 2022). The Gender Results Framework that the federal government has developed reports that the unemployment rate for all females in Canada in 2022 is 5.1 per cent of the population age 15 and older, and for the province of Ontario is 5.7 per cent (Unemployment rate, participation rate and employment rate by sex, annual, 2023). Statistics Canada also reports that female employees in all occupations in 2022,

over the age of 15, in Canada earn an average hourly wage that is 12 per cent less than males of the same demographic (Archived - Average and median gender wage ratio, annual, inactive, 2023). This means that persons who identify as female in Canada and Ontario face higher unemployment rates and are, on average, paid less per hour than those who identify as male. The Canadian and Ontario workforce is not as equitable, diverse, or inclusive as it could be and individuals who identify as female face ongoing issues of gender-based discrimination. An article in the Journal of Homosexuality written by Dr. Sean Waite (2020) states that his

*“Study finds that gender diverse employees are between 2.2 and 2.5 times more likely to experience discrimination and workplace harassment than their cisgender male coworkers. Cisgender women, visible minorities, Indigenous, and those with disabilities are also more likely to report discrimination and workplace harassment. Cisgender women and gender diverse employees who occupy multiple minority statuses may experience an additive likelihood of discrimination and harassment” (Waite, 2022).*

This demonstrates to us yet again that intersectionality and the layers of a person’s social identity, such as their identified gender, contribute to many barriers to employment and discrimination.

#### *Lack of Safe and Inclusive Workplaces*

The need for more safe and inclusive workplaces for women, particularly in environments and industries dominated by men. This applies to women in the trades, for instance, who lack access to adequately sized safety equipment or whose work environments have become sexualized. These barriers are reinforced by a lack of policies and procedures regarding parental and family leave (Pakula & Fowler, 2021). The Canadian Labour Code acknowledges that caregivers disproportionately tend to be women, and therefore under part III of the code prescribes labour standards in the federally regulated private sector that includes women’s right to maternity and parental leave, compassionate care leave, and critical illness and maternity-related reassignment and leave (Federal gender equality laws in Canada, 2022). This is supported by the statistic put out by Statistics Canada that on average in 2015 Canadian and Ontarian women spend 5 per cent more of their day, in hours, on unpaid and domestic care and work than their male counterparts (Daily average time in hours and proportion of day spent on unpaid domestic and care work by sex, 2019 ).

#### *Occupational Segregation*

Occupational segregation is the tendency for people to be employed in different occupations and industries due to historical and cultural associations, stereotypes, biases, and discriminatory policies and practices regarding gender, race, and other identities. Another way social inequity is perpetuated is via occupational segregation. This is the understanding that the many layers of employment, monetary compensation, worker skills, and prestige that exist in the labour market are different between the dominant population and the minority population. This largely contributes to the persistent pay inequalities faced by females, visible minorities, migrants, persons with physical or mental disability, Indigenous peoples, and sexual minorities (Boyd & Kaida, n.d.). Racialized workers, particularly women, are disproportionately crowded out of mid-to-high-wage occupations and streamed into the most precarious parts of the Canadian workforce where jobs are not well compensated, stable, or resilient to changes in the labour market. (Zhong and Shetty, 2021). A report by Pakula and Fowler (2021) found that women may self-select into occupations with higher concentrations of women, where pay tends to be lower (i.e., women are over-represented in the lowest-paying Red Seal trades such as baking or



hairstyling) (Pakula & Fowler, 2021). Some research has indicated that “occupational segregation is prominent among Canadian workers who do not hold a university degree...(Canadian) women continue to be under-represented within the skills-trades and that female apprentices are concentrated in a few female-dominated programs. Societal norms, family considerations and institutional barriers are cited as influencing women’s occupational choices” (Drolet, 2020).

Many sectors and occupations are disproportionately gendered. In November 2021, Blueprint and the Future Skills Centre (FSC) issued a report indicating that in 2017, women represented 81 per cent of the healthcare and social assistance sector but only 17 per cent of plant and machine operator jobs. In addition, this report found that even in sectors where women are the majority, women, especially racialized women, mainly occupy lower-paying positions (for example, nursing and personal care), while men predominantly hold higher-paying places (for example, family doctors and anesthesiologists) (Zhong & Shetty, 2021). These gender gaps across sectors and occupations affect how men and women experience future economic and technological disruptions.

#### *Lack of affordable child care*

Women can enter the workforce with access to high-quality, reliable child care. The child care sector across Ontario supports families as they enter, re-enter and re-enter. This is especially true for women, as child care is a key service allowing them to participate fully in the economy. In addition, the early learning opportunities provided by many child care providers support a foundation for healthy childhood development and lifelong learning for children. The Canada-Ontario Early Learning and Child Care Agreement, announced on March 28, 2022 is a primary policy that will impact how child care services are resourced and accessed in the province. The five year federal-provincial agreement proposes to reduce child care fees in the short term, deliver \$10-a-day child care for Ontario families and create 86,000 new licensed early learning and child care spaces in the province. The deal commits the federal government to providing \$13.2 billion to Ontario over six years, with an additional year of funding of at least \$2.9 billion. A key feature of the program is the targeted approach to fees rather than child care spaces. The plan in the federal-provincial agreement aims to create 86,000 new child care spaces in Ontario by 2026.

#### *Persons with Disabilities*

Lack of workplace accommodations, employer misperceptions about the skills and abilities of the potential employee with a disability, labour force discrimination, and social stigma compound the challenges that persons with disabilities face to inclusion.

#### *Workplace Accommodations*

Workplace accommodations (WPA) are essential in creating an inclusive and accessible work environment for employees with disabilities. WPA can be disaggregated into three main categories: ergonomic workstations, flexible work arrangements, and assistive devices. Ergonomic workstations include handrails, ramps, and widened doorways or hallways. Flexible work arrangements are alternate arrangements or schedules from traditional working days and weeks. Assistive devices can be computers, laptops or tablets with specialized software or other adaptations.

In Canada, 37 per cent of employed persons with disabilities aged 25 to 64 years required at least one WPA to be able to work (Statistics Canada, 2019). Similarly, in Ontario, 36.5 per cent of employed persons with disabilities aged 25 to 64 years required at least one WPA to be able to work (Statistics Canada, 2019). Improving labour market outcomes is a critical issue in Durham Region. According to an Abilities Centre



research report, persons with disabilities are often underrepresented in research, meaning that policy decisions that affect persons with disabilities are usually made without evidence-informed firsthand knowledge and lived experience (Abilities Centre, 2022).

### *Employer perceptions*

Employers have misperceptions about hiring and retaining persons with disabilities. These misperceptions may include persons with disability being costly to employ and less productive than persons without disabilities. A recent report issued by the Social Research and Demonstration Corporation concluded that, for the most part, employer misperceptions could result in a self-reinforcing cycle whereby persons with disabilities are discouraged from participating in the labour market or from improving their skills because their average return on investment is less than those without a disability (Pakula, and Smith, 2021).

### *Labour Force Discrimination*

Discrimination is another barrier limiting the ability of persons with disabilities to enter the labour market. A report commissioned by Statistics Canada in 2014 concluded that people with disabilities were more likely to have perceived discrimination. The report notes that 33 per cent of persons aged 25 to 34 with a severe or very severe disability believed they had been refused a job because of their condition. Persons aged 45 to 54 perceived the same but to a lower extent (Turcotte, 2014), the perceived discrimination of being denied employment based on disability status or disabled identity is a real problem for 33 per cent of the disabled population age 33 to 54 in Canada and they feel that they were denied employment based on bias.

### *Indigenous People*

In Canada the term Indigenous Peoples refers to three groups, the First Nations, the Inuit, and the Métis who are the descendants of the original inhabitants of land mass now known as Canada. Indigenous Peoples of Canada, 4.9 per cent of the population in 2016, have a long-standing history of facing socio-economic challenges with employment, diversity, and inclusion in the labour market due to European colonialism, racism, and the resulting intergenerational trauma. “For many Indigenous people, workplaces are sites where they encounter discrimination, bias, and culturally unsafe conditions that can impact their wellbeing and life beyond the workplace” (Durand-Moreau, Lafontaine, & Ward, 2022). Colonialism saw that Indigenous Peoples were forcefully removed from their established communities and land, treaty agreements were broken and violated, and children were taken and forced to attend residential and industrial schools where they faced extreme abuse and mistreatment. The impact of this tortured history reverberates into the current day in a multitude of ways and is highlighted in the inequality and discrimination Indigenous Peoples in Canada face daily. These systemic issues include “racism, discrimination, and bias within institutions (e.g., hospitals and health-care facilities) related to this historical context” (Durand-Moreau, Lafontaine, & Ward, 2022). Studies have found that intersectionality plays a significant role in Indigenous Peoples occupational health in Canada and that “in addition to having differential health issues related to a below-average socioeconomic status, Indigenous workers face discrimination in workplaces that affects their mental health” (Durand-Moreau, Lafontaine, & Ward, 2022). In comparison to non-Indigenous people the average lifetime earnings and incomes are lower for Indigenous Peoples with even lower incomes reported for First Nations people living on reservations; “the mean weekly earnings were \$945 for Indigenous people compared with \$1018 for non-Indigenous people in 2019” (Durand-Moreau, Lafontaine, & Ward, 2022). However upon further research it has been found

that when the data for Indigenous Peoples was adjusted to compare level of education attained, employment rates are more similar to those of non-Indigenous people suggesting that the intersectionality and other barriers to employment lie more within the realm of education and training, geographical location, and socioeconomic status than discrimination based on race or identity (Durand-Moreau, Lafontaine, & Ward, 2022). Figure 1 demonstrates a summary of the available evidence relevant to the specific health and employment issues of Indigenous Peoples in Canada and highlights gaps between them and non-Indigenous people in Canada. This research also contributes to the calls to action from the Truth and Reconciliation Commission of Canada's 2015 report (Durand-Moreau, Lafontaine, & Ward, 2022).

*Figure 1: Summary of Main Findings and Possible Implications of Occupational Health Practitioners*

	<b>Data</b>	<b>Possible implications for occupational health professionals</b>
Employment and unemployment rates	Indigenous people have higher unemployment rates and lower wages than non-Indigenous people; they are more likely to be self-employed	Indigenous people might have an increased need to stay employed despite health issues; there might be risks related to both occupational exposures and ageing; they might not be covered for workers' compensation.
Education and training	Indigenous people might have less access to training and have fewer credentials than non-Indigenous people; they might benefit from distance-learning opportunities	Reduced possibilities of professional promotion, which might prolong the exposure to occupational hazards by staying in low hierarchical levels, and the feeling of injustice
Nature of employment	High proportion of Indigenous people working in the goods-producing sector, health care and social assistance, retail, and public administration; there is under-representation in managerial and technical positions	Exposure to typical occupational hazards in these industries; increased risk of staying in low hierarchical levels, which comes with an increased risk of occupational hazards in these industries and a possible feeling of injustice
Mining	High proportion of Indigenous people are working in mining, associating job opportunities with land dispossession and pollution; there is a better working climate in mining companies with signatory projects	Internal psychological conflicts linked to working for a business sector that is contributing to land dispossession and pollution; risk of disruption of the work-life balance by the impact of the industry on the Indigenous people's lands; occupational exposures are in addition to environmental exposures
Food	Some challenges of having an employed position on preparing traditional food include reduced time to spend cooking, and the resulting increased retail food consumption; possible cumulation of occupational and dietary exposures (eg, polychlorobiphenyls)	Possibility of cumulated occupational and environmental exposures
Substance use and addictive behaviours	Increased risk of substance use and addictive behaviours, possibly attributable to confounders (eg, poverty and education)	Need for an analysis of addictive behaviours in Indigenous people adjusted for socioeconomic factors; risk of stigmatisation and perpetuation of stereotypes
Chronic diseases	Increased rates of type 2 diabetes, obesity, and cardiovascular diseases in Indigenous people;	Indigenous people with chronic disease might need to retire later in life than non-

	Indigenous people with diabetes retire later than non-Indigenous counterparts	indigenous people; they need to have access to the appropriate financial support
Psychological safety	Indigenous workers endure higher rates of workplace racism, discrimination, and harassment, than non-Indigenous people; some stereotypes are perpetuated about Indigenous employees being slower and requiring supervision	Indigenous workers experience additional psychosocial hazards at workplaces, specific to their status
Workers' compensation	Paucity of available data; increased injury rates among Indigenous workers noted in British Columbia	The socioeconomic status of Indigenous workers might mitigate the amount of injuries; Indigenous people might face institutional barriers, and they might require specific assistance in reaching out to workers' compensation boards

Source: [Work and health challenges of Indigenous people in Canada, 2022](#)

### *2SLGBTQI+ Community*

2SLGBTQI+ refers to a community united by their sexual orientation and gender identity. The acronym covers Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex and different sexual orientations and gender identities.

### *Workplace Protections*

The lack of workplace protections for transgender and gender non-conforming employees, including a lack of policies and procedures around transitions and benefits for any gender-related surgeries. The lack of trans-positive attitudes and trans-inclusive policies within workplaces presents access barriers to employment and creates unhealthy and unsafe working conditions. Additional barriers arise from the need to provide transcripts, references, and other personal documents that necessitate deadname themselves and carry the risk of resulting in discrimination or harassment (Pakula & Fowler, 2021)

## *3. Labour Force Status of Underrepresented Groups*

Underrepresented groups experience uneven labour market participation, employment rate and income levels. Meaning that unemployment rates for underrepresented groups or marginalized people are higher than those of represented groups and they rate of employment and monetary compensation are lower.

### *1.1 Canada*

Underrepresented groups tend to experience worse labour market outcomes, which can be demonstrated when comparing their participation rate, employment rate and unemployment rate with their counterparts who do not identify as part of an underrepresented group.

Figure 2 illustrates the labour market outcomes of underrepresented groups at the national level. 2SLGBTQI+ Communities are not included as their labour market status (participation rate, employment rate, and unemployment rate) is unavailable.

*Figure 2: Labour Market Outcomes by Identity, Canada, 2016 - 2021*

Labour Force Status for Underrepresented Groups	2016			2021		
	Participation Rate (%)	Employment Rate (%)	Unemployment Rate (%)	Participation Rate (%)	Employment Rate (%)	Unemployment Rate (%)
Indigenous	61.4	52.1	15.2	59.5	50.5	15.1
Non – Indigenous	65.4	60.5	7.4	63.9	57.4	10.1
Newcomers	67.2	59.2	11.9	73	64.3	11.9
Immigrants	62.1	57.3	7.7	62.4	55.4	11.2
Non – Immigrant	66.4	61.3	7.7	63.7	57.4	9.9
Visible Minority	66.5	60.4	9.2	67.9	59.4	12.5
Not a Visible Minority	64.8	60.1	7.3	62.2	56.3	9.5
Racialized Women	59.1	52.5	11.2	60.9	52.4	13.9
Non – Racialized Women	61.6	57.5	6.6	59.6	53.7	10
Persons with Disabilities	53.6	47.3	11.8	-	-	-
Persons without Disabilities	79.3	73.6	7.1	-	-	-

Source: Statistics Canada, Census of Population (2016 – 2021), and the 2017 Canadian Survey on Disabilities.

### 1.3 Ontario:

Underrepresented groups in Ontario tend to have a lower labour market participation rate than non-racialized people and experience a lower employment rate than their non-racialized counterparts. Additionally, underrepresented groups have a higher unemployment rate compared to non-racialized people. The 2SLGBTQI+ Community is not included as their labour market status data (participation rate, employment rate, and unemployment rate) is unavailable at time of writing, Statistics Canada has indicated an intention to release more data throughout 2023.

Figure 3: Labour Market Outcomes by Identity, Ontario, 2016 - 2021

Labour Force Status for Underrepresented Groups	2016			2021		
	Participation Rate (%)	Employment Rate (%)	Unemployment Rate (%)	Participation Rate (%)	Employment Rate (%)	Unemployment Rate (%)
Indigenous	61.8	54.0	12.7	59.9	50.9	15.0
Non – Indigenous	64.8	60.1	7.3	62.9	55.2	12.2
Newcomers	62.3	54.3	12.7	71.2	61.3	13.9
Immigrants	60.3	55.8	7.4	59.9	52.2	12.8
Non – Immigrant	67.3	62.3	7.3	64.0	56.4	11.9
Visible Minority	65.3	59.2	9.3	66.0	56.5	14.5
Not a Visible Minority	64.5	60.2	6.7	61.2	54.4	11.1
Racialized Women	57.3	50.8	11.4	59.2	49.8	15.9
Non – Racialized Women	58.4	52.8	9.8	58.9	51.5	12.6
Persons with Disabilities	52.7	45.5	13.7	-	-	-

Persons without Disabilities	79.0	72.8	7.8	-	-	-
------------------------------	------	------	-----	---	---	---

Source: Statistics Canada, Census of Population (2016 – 2021) and the 2017 Canadian Survey on Disabilities.

#### 1.4 Oshawa CMA:

Labour market outcomes for underrepresented groups at the regional level in Oshawa are taken from the Oshawa Census Metropolitan Area under Statistics Canada, Ontario like the national and provincial levels taken from Statistics Canada. At the local level, some underrepresented groups also have lower labour market participation rates and employment rates and a much higher unemployment rates than their non-racialized counterparts. Of note is that at the local level, limited data and information is available on labour market outcomes of persons with disabilities and 2SLGBTQI+ Community. As a result, analysis of labour market outcomes for underrepresented groups will focus only on (Indigenous people, newcomers, visible minorities, and women).

Figure 4: Labour Market Outcomes by Identity, Oshawa CMA, 2016 - 2021

Labour Force Status for Underrepresented Groups	2016			2021		
	Participation Rate (%)	Employment Rate (%)	Unemployment Rate (%)	Participation Rate (%)	Employment Rate (%)	Unemployment Rate (%)
Indigenous	67.3	59.1	12.0	64.9	54.2	16.6
Non – Indigenous	66.3	60.8	8.3	64.5	56.0	13.1
Newcomers	63.0	53.3	15.3	74.8	65.3	12.6
Immigrants	57.9	53.8	7.2	60.7	53.0	12.6
Non – Immigrant	68.7	62.8	8.6	65.7	57.0	13.3
Visible Minority	68.2	61.5	9.9	69.6	59.4	14.7
Not a Visible Minority	65.9	60.6	8.1	62.7	54.8	12.6
Racialized Women	58	52	11	62	52	16
Non – Racialized Women	63.5	58.6	7.7	60.8	52.4	13.8

Source: Statistics Canada, Census of Population (2016 – 2021)

## 4. Income Gap

An income gap exists for all racialized people participating in the labour market. The income gap refers to the difference in pay underrepresented groups receive when they have the same pay-determining characteristics as non-racialized people (Gunderson & Lee, 2016).

### 2.1 Canada

In Canada, underrepresented groups earn lower incomes their non-racialized counterparts. For example, racialized immigrant men make 71 cents for every dollar made by non-racialized immigrant men. Similarly, racialized immigrant women earn 79 cents for every dollar earned by non-racialized immigrant women (Block et al. et al.9). Another example of the income gap, according to the Canadian Survey on Disability, nearly 60 per cent of persons with disabilities earn less than \$30,000 per year from employment income, compared to 46 per cent to persons without disabilities (Statistics Canada, 2015).

Figure 5 compares income between racialized and non-racialized people at the national level between 2016 and 2021.

Figure 5: Average Employment Income for Racialized and Non-Racialized Population, Canada, 2016 -2021

Racialized People	Average employment income (\$)		Income gap		Average employment income (\$)		Non- Racialized People
	2016	2021	2016	2021	2016	2021	
Indigenous	36,748	42,240	9,701	8,400	46,449	50,640	Non – Indigenous
Visible Minorities	38,920	43,920	9,018	8,630	47,938	52,550	Not a Visible Minority
Racialized Women	11,101	14,000	1,648	480	12,749	14,480	Non – Racialized Women
Immigrants	43,859	49,160	3,159	2,240	47,018	51,400	Non – Immigrant

Source: Statistics Canada, Census of Population (2016 – 2021)

## 2.2 Ontario

Similar to Canada, racialized groups earn, on average lower pay in Ontario than non-racialized groups.

Figure 6: Average Employment Income for Racialized and Non-Racialized Population, Ontario, 2016 -2021

Racialized People	Average employment income (\$)		Income gap		Average employment income (\$)		Non- Racialized People
	2016	2021	2016	2021	2016	2021	
Indigenous	36,725	46,280	10,910	6,470	47,635	52,750	Non – Indigenous
Visible Minorities	39,697	45,640	10,562	10,460	50,259	56,100	Not a Visible Minority
Racialized Women	34,551	41,493	5,475	4,027	40,027	45,520	Non – Racialized Women
Immigrants	44,799	50,720	4,051	3,730	48,850	54,450	Non – Immigrant

Source: Statistics Canada, Census of Population (2016 – 2021)

## 2.3 Oshawa CMA

In Oshawa CMA, racialized people experience an income gap in the labour market.

Figure 7: Average Employment Income for Racialized and Non-Racialized Population, Oshawa CMA, 2016 - 2021

Racialized People	Average employment income (\$)		Income gap		Average employment income (\$)		Non- Racialized People
	2016	2021	2016	2021	2016	2021	
Indigenous	42,407	45,120	5,091	6,230	47,498	51,350	Non – Indigenous
Visible Minorities	41,664	46,520	6,767	6,330	48,431	52,850	Not a Visible Minority

<b>Racialized Women</b>	35,851	41,240	3,774	3,320	39,625	44,560	<b>Non – Racialized Women</b>
<b>Immigrants</b>	45,490	50,360	2,444	1,440	47,934	51,800	<b>Non – Immigrant</b>

Source: Statistics Canada, Census of Population (2016 – 2021)

### Part III: Data Analysis:

Data analysis in this section is based on the most recent available data from Statistics Canada at the time of this study, including the 2021 Census of Population, the 2017 Canadian Survey on Disabilities, and the 2SLGBTQI+ Action Plan Survey. This section mainly focuses on providing comprehensive data related to demographics, educational attainment, and labour force status for the following racialized groups:

1. Immigrants/Newcomers
2. Indigenous People
3. Visible Minority
4. Racialized Women
5. Persons with Disabilities
6. 2SLGBTQI+ Community

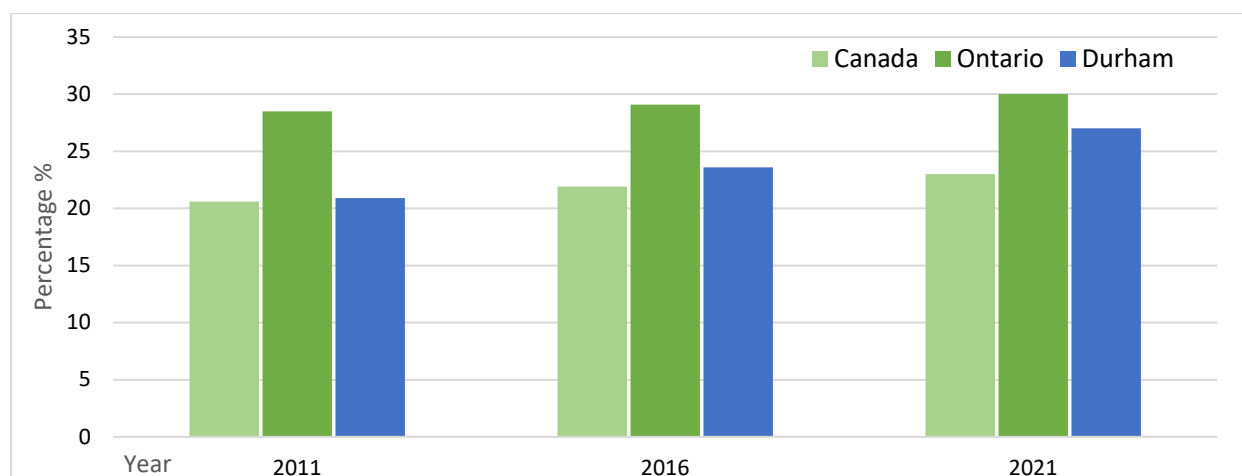
#### 1. Immigrants:

The following subsections provide an analysis of the immigrant population in the Durham Region, including the change in the immigrant population by the census, education attainment, labour force characteristics, and poverty rate among immigrants.

##### 1.1 Population:

According to the 2021 Census, the immigrant population in Durham Region grew by (+35,575) between 2016 and 2021, reaching an estimated (186,460) an increase of 24 per cent. This is higher than the immigrants added between 2011 and 2016 of 250 or 20 per cent. In 2021, recent immigrants comprised 10.6 per cent of the total immigrant population.

*Figure 8: National, Provincial, and Regional Immigrant Population by Census (2011, 2016, 2021)*



Source: Statistics Canada, Census of Population (2011, 2016, 2021)

*Figure 9: Top Five Places of Birth of Immigrants Living in Durham Region, 2021*

Top Five places of birth of total immigrants	2021 Number	2021 Percentage %
Immigrant population	186,460	100
India	21,010	11.3
United Kingdom	17,660	9.5
Jamaica	13,880	7.4
Sri Lanka	13,430	7.2
Philippines	12,740	6.8

Source: Statistics Canada, Census of Population (2011, 2016, 2021)

Figure 10: Top Five Places of Birth of Recent Immigrants Living in Durham Region, 2021

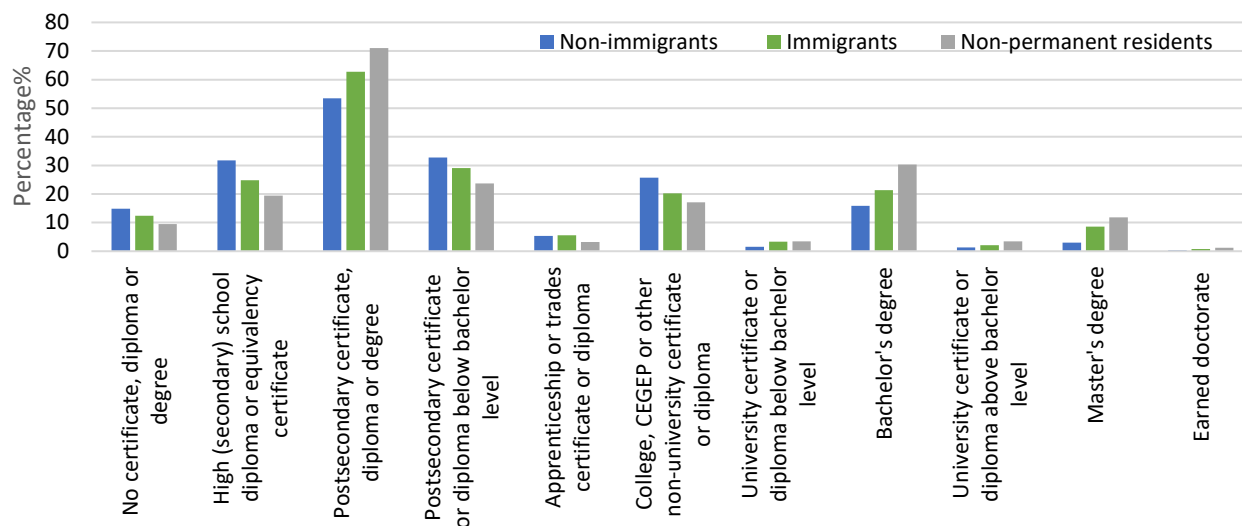
Top Five places of birth of recent immigrants (2016 to 2021)	2021 Number	2021 Percentage %
Recent immigrants (2016 to 2021)	19,675	100
India	6,675	33.9
Pakistan	1,295	6.6
Philippines	1,185	6
China	1,065	5.4
Nigeria	950	4.8

Source: Statistics Canada, Census of Population (2011, 2016, 2021)

## 1.2 Education Attainment

Figure 11 illustrates the education attainment of immigrants, non-immigrants, and non-permanent residents living in Durham Region, 2021. In Durham Region, 62.8 per cent of the immigrants living in Durham Region have a post-secondary certificate, diploma, or degree, compared to 53.5 per cent for non-immigrants. In addition, only 12.4 per cent of immigrants living in Durham Region do not have a high school, college, or university-level education, 2.5 per cent lower than non-immigrants.

Figure 11 : Education Attainment by Immigrant Status, Durham Region, 2021



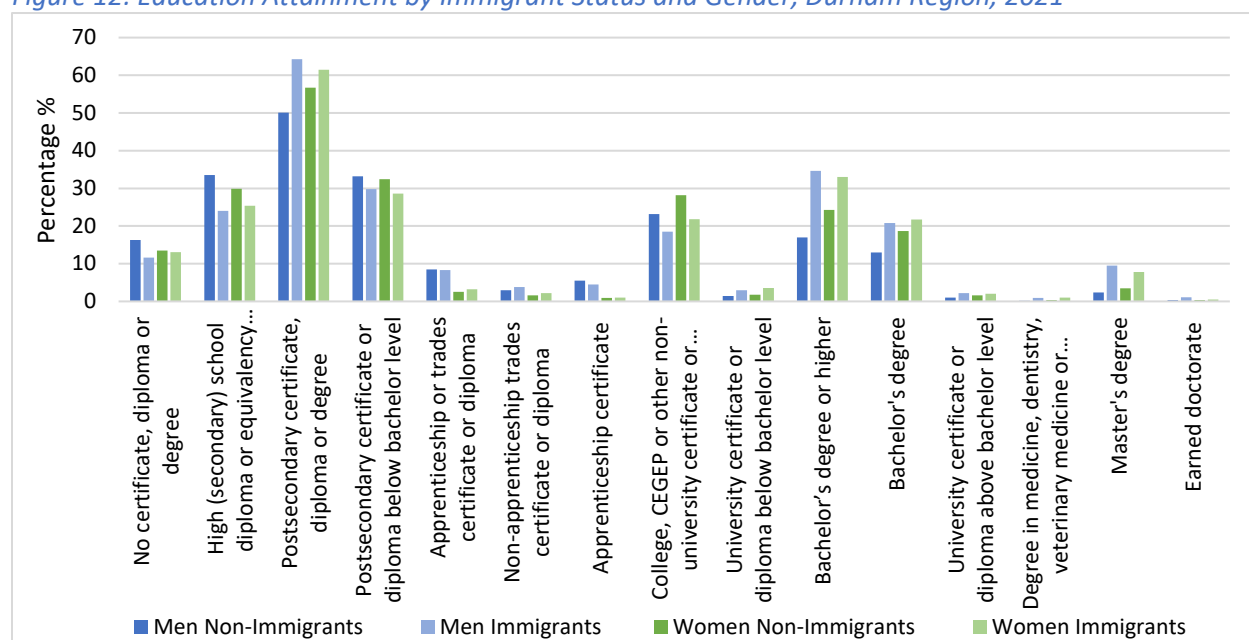
Source: Statistics Canada, 2021 Census of Population, Table 98-10-0432-01

In Durham Region, immigrants (Men+) are more likely to have a post-secondary education than immigrants (Women+). Nearly 64.3 per cent of immigrants (Men+) have a post-secondary certificate, diploma, or degree, compared to 61.5 per cent for immigrants (Women+).



Immigrants (Men+) living in Durham Region are more likely to have a post-secondary education than their non-immigrant counterparts, about 64.3 per cent of immigrants (Men+) have a post-secondary certificate, diploma, or degree, compared to 50.1 per cent for non-immigrant counterparts. This is also true for women; about 1.5 per cent of immigrants (Women+) have a post-secondary certificate, diploma, or degree, compared to 56.7 per cent non-immigrant counterparts.

Figure 12: Education Attainment by Immigrant Status and Gender, Durham Region, 2021



Source: Statistics Canada, 2021 Census of Population, Table 98-10-0432-01

### 1.3 Labour Force Characteristics:

This subsection will focus on the local labour force characteristics of Durham Region's residents by immigrant status through a review of labour market participation, employment, and unemployment rates.

Figure 13: Regional Labour Force Characteristics by Immigrant Status and Gender, 2021

Labour Force Characteristics	Non - Immigrant	Immigrants	Newcomers (2016-21)
<b>Person</b>			
Total - Population aged 15 years and over by Labour force status	242,980	88,260	9,445
Male	118,670	41,655	4,395
Female	124,315	46,600	5,055
In the labour force	159,735	53,590	7,065
Male	81,870	27,895	3,720
Female	77,870	25,700	3,340
<b>Percentage</b>			
Participation rate	65.7	60.7	74.8
Male	69	67	84.6
Female	62.6	55.2	66.1

Employment rate	57	53	65.3
Male	60.2	60	76.6
Female	53.9	46.9	55.6
Unemployment rate	13.3	12.6	12.6
Male	12.7	10.4	9.7
Female	13.9	15	16

Source: Statistics Canada, 2021 Census of Population, Table 98-10-0446-01

*Figure 14: Employment Income Gap by Immigrant Status, Gender and Age Group, Durham Region, 2021*

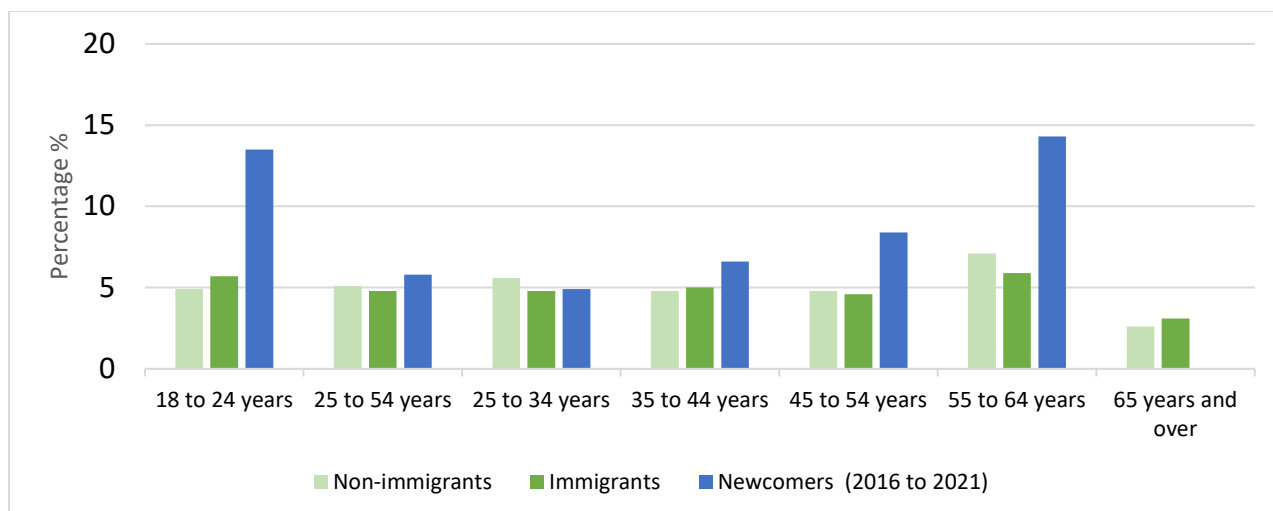
Immigrant Status	Non-immigrants (\$)	Immigrants (\$)	Income gap (\$)
Total - Age	51,800	50,360	1,440
Men	58,650	58,500	150
Women	44,600	41,480	3,120
15 to 24 years	14,640	13,760	880
Men	16,260	14,300	1,960
Women	13,020	13,180	-160
25 to 64 years	62,600	57,000	5,600
Men	71,900	67,600	4,300
Women	53,150	46,000	7,150
25 to 54 years	63,900	57,150	6,750
Men	73,400	68,400	5,000
Women	54,300	45,640	8,660
55 to 64 years	58,050	56,650	1,400
Men	66,700	65,300	1,400
Women	49,000	47,080	1,920
65 years and over	19,060	19,780	-720
Men	20,240	21,220	-980
Women	17,140	17,560	-420

Source: Statistics Canada, 2021 Census of Population, Table 98-10-0439-01

#### 1.4 Poverty Rate:

Figure 15 shows the poverty rate for immigrants and non-immigrants living in Durham Region by age groups.

*Figure 15: Regional Poverty Rate by Immigrant Status and Age Group, 2021*



Source: Statistics Canada, 2021 Census of Population, Table 98-10-0115-01

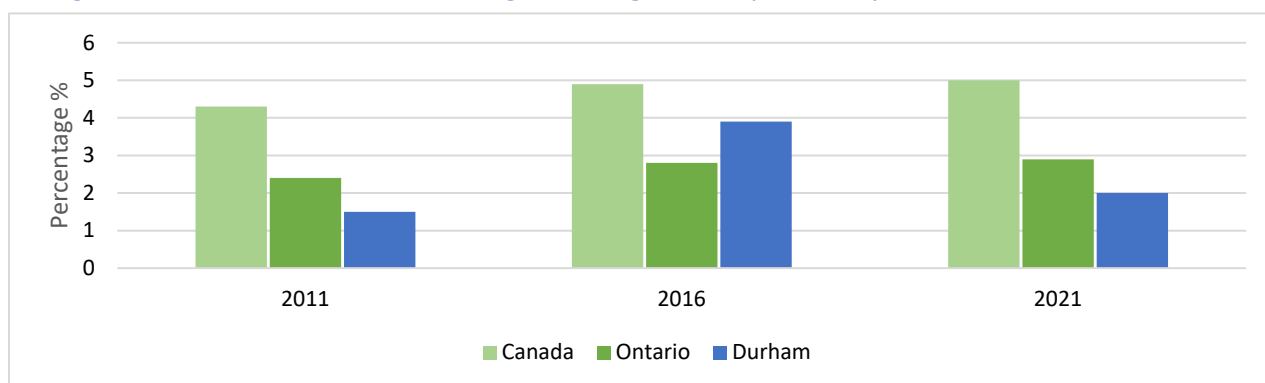
## 2. Indigenous People

The following subsections provide an analysis of the Indigenous population living in the Durham Region, including the change in population by census, education attainment, labour force characteristics, and poverty rate among Indigenous people.

### 2.1 Population

Based on data from the 2021 Census of Population, the Indigenous population living in Durham Region grew by +1,260 between 2016 and 2021 to reach an estimated 13,795 an increase of 10 per cent, compared to 12,535 in 2016. This is lower than the new Indigenous people added between 2011 and 2016 of 3,630.

Figure 16: National, Provincial, and Regional Indigenous Population by Census, (2011, 2016, 2021)



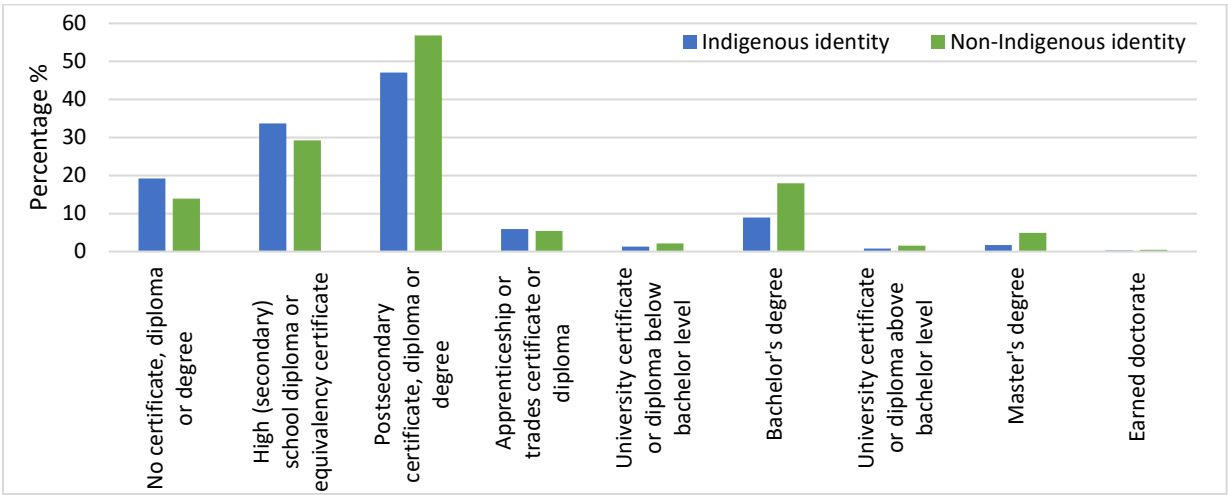
Source: Statistics Canada, Census of Population (2011, 2016, 2021)

### 2.2 Education Attainment

In Durham Region, 47 per cent of the Indigenous people in Durham Region have a post-secondary certificate, diploma, or degree, compared to 56.8 per cent for non-Indigenous people. In addition, 5.9 per cent of the Indigenous people living in Durham Region have an apprenticeship or trades certificate or diploma, compared to 5.4 per cent for non-Indigenous people. Moreover, 19.2 per cent of Indigenous residing in Durham Region do not have a high school, college or university-level education, 5.3 per cent

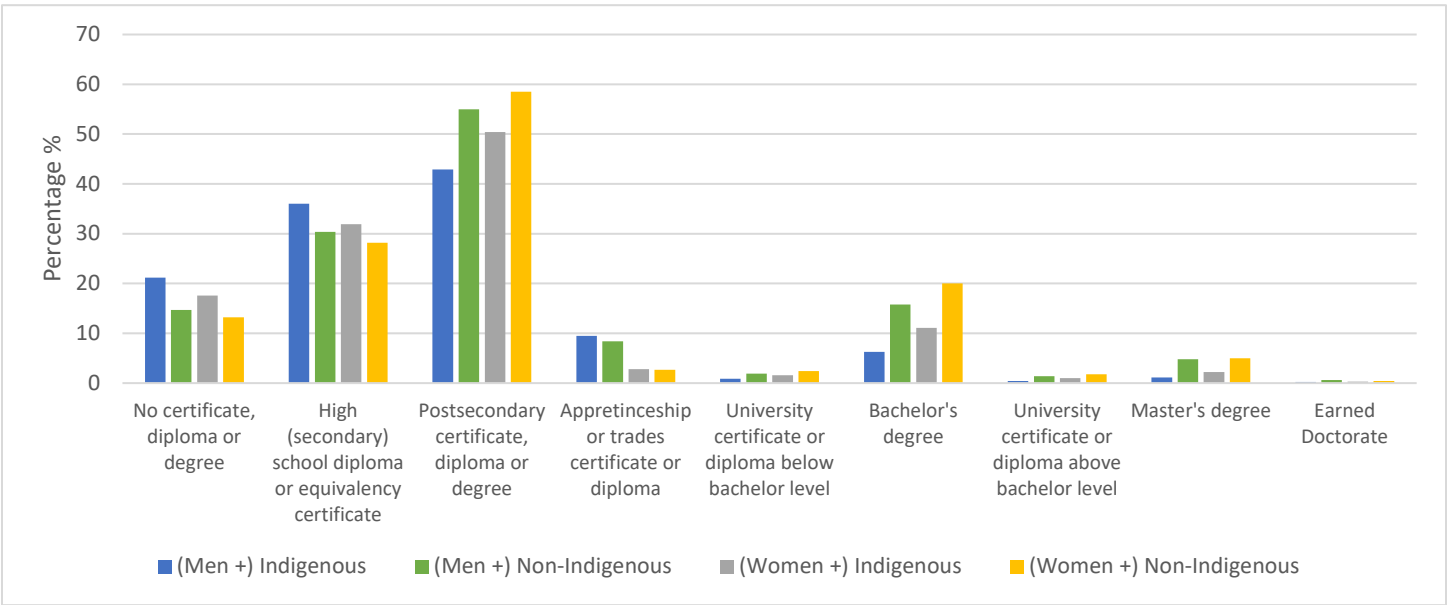
higher than that of non-Indigenous people, which may represent a lack of education among Indigenous people.

Figure 17: Education Attainment by Indigenous Identity, Durham Region, 2021



Source: Statistics Canada, 2021 Census of Population, Table: 98-10-0415-01

Figure 18: Education Attainment by Indigenous Identity and Gender, Durham Region, 2021



Source: Statistics Canada, 2021 Census of Population, Table: 98-10-0415-01

### 2.3 Labour Force Characteristics:

This subsection will focus on the local labour force characteristics of Durham Region’s residents by Indigenous identity through a review of labour market participation, employment, and unemployment rates.

Figure 19: Regional Labour Force Characteristics by Indigenous Identity and Gender, 2021

Labour Force Characteristics	Indigenous	Non-Indigenous
<b>Person</b>		
Total - Population aged 15 years and over by Labour force status	7,580	327,050
Male	3,350	158,910
Female	4,230	168,145
In the labour force	4,920	210,800
Male	2,285	108,915
Female	2,640	101,880
<b>Percentage (%)</b>		
Participation rate	64.9	64.5
Male	68.2	68.5
Female	62.4	60.6
Employment rate	54.2	56
Male	56.6	60.3
Female	52.4	52
Unemployment rate	16.6	13.1
Male	17.1	12
Female	15.9	14.2

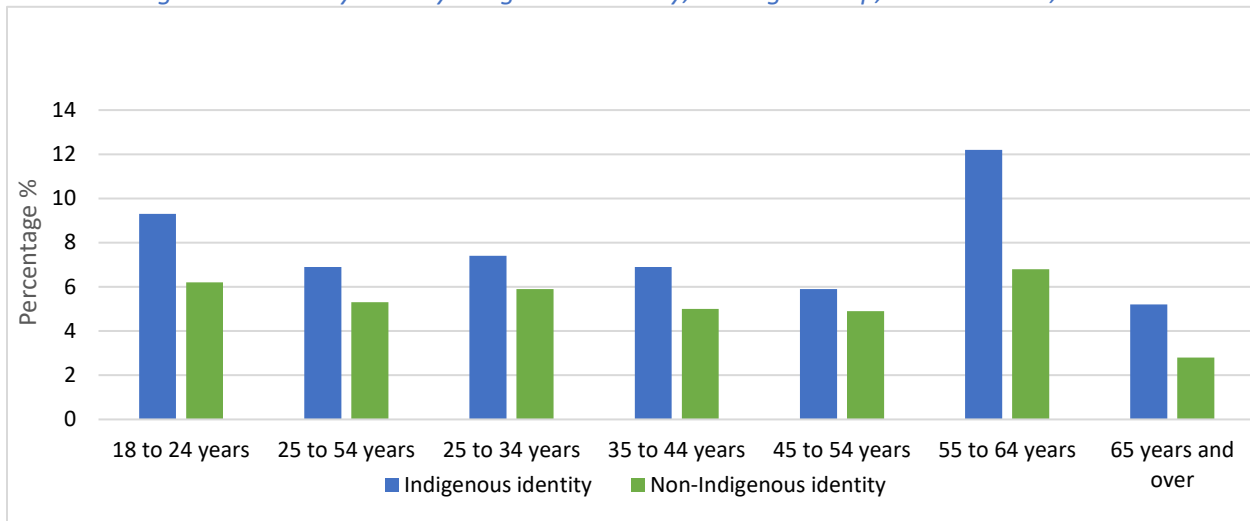
Source: Statistics Canada, 2021 Census of Population, Table: 98-10-0415-01

Figure 20: Employment Income Gap by Indigenous Identity, Gender and Age Group, Durham Region, 2021

Indigenous Identity	Indigenous	Non-Indigenous	Income gap (\$)
Total - Age	45,120	51,350	6,230
Men	52,850	58,400	5,550
Women	38,560	43,800	5,240
15 to 24 years	12,880	14,640	1,760
Men	14,500	16,120	1,620
Women	11,360	13,140	1,780
25 to 54 years	55,800	61,900	6,100
Men	68,100	71,700	3,600
Women	46,360	51,950	5,590
55 to 64 years	50,000	57,800	7,800
Men	53,800	66,500	12,700
Women	46,000	48,520	2,520
65 years and over	13,600	19,360	5,760
Men	16,800	20,600	3,800
Women	10,600	17,400	6,800

Source: Statistics Canada, 2021 Census of Population, Table: 98-10-0427-01

Figure 21: Poverty Rate by Indigenous Identity, and Age Group, Oshawa CMA, 2021



Source: Statistics Canada, 2021 Census of Population, Table: 98-10-0117-01

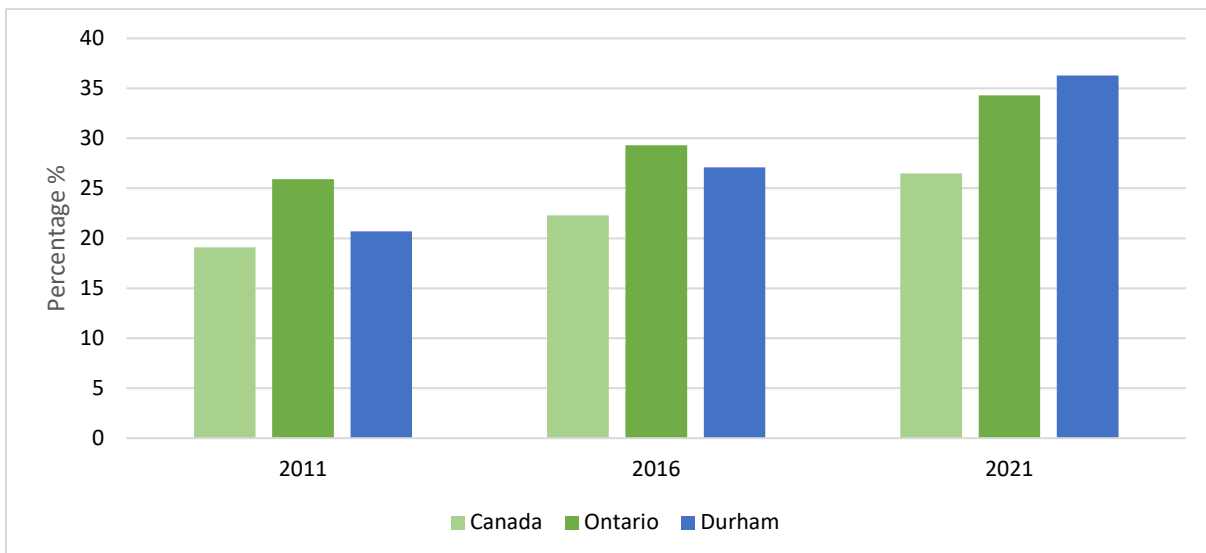
### 3. Visible Minorities:

The following subsections provide an analysis of the visible minorities living in the Durham Region, including the change in population the by census, education attainment, labour force characteristics, and poverty rate among visible minorities.

#### 3.1 Population

According to the 2021 Census, visible minorities in Durham Region grew by (+80,975) between 2016 and 2021, to reach an estimate of (254,305), compared to (173,330) in 2016. This is higher than the visible minorities added between 2011 and 2016 (49,080). Figure 22 illustrates the national, provincial, and regional change in the visible minority population by Census (2011, 2016, 2021).

Figure 22: National, Provincial, and Regional Visible Minorities Population by Census (2011, 2016, 2021)

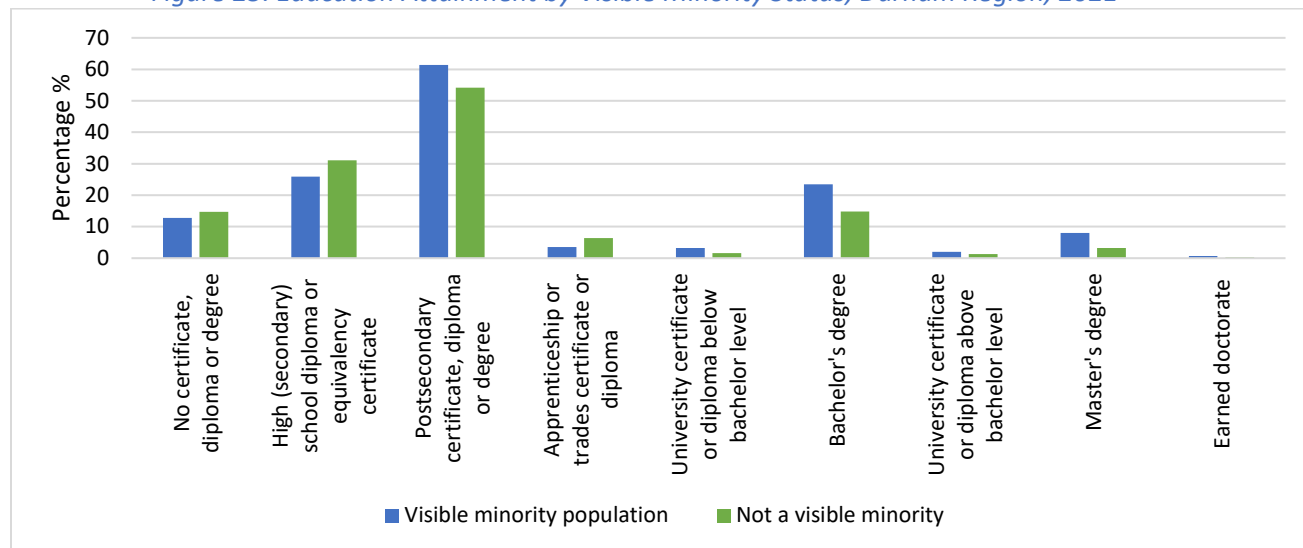


Source: Statistics Canada, Census of Population (2011, 2016, 2021)

### 3.2 Education Attainment

In Durham Region, 61.4 per cent of visible minorities in Durham Region have a post-secondary certificate, diploma, or degree, compared to 54.2 per cent for not a visible minority. In addition, only 12.8 per cent of visible minorities in the Region do not have a high school, college, or university-level education, compared to 14.7 per cent for not a visible minority.

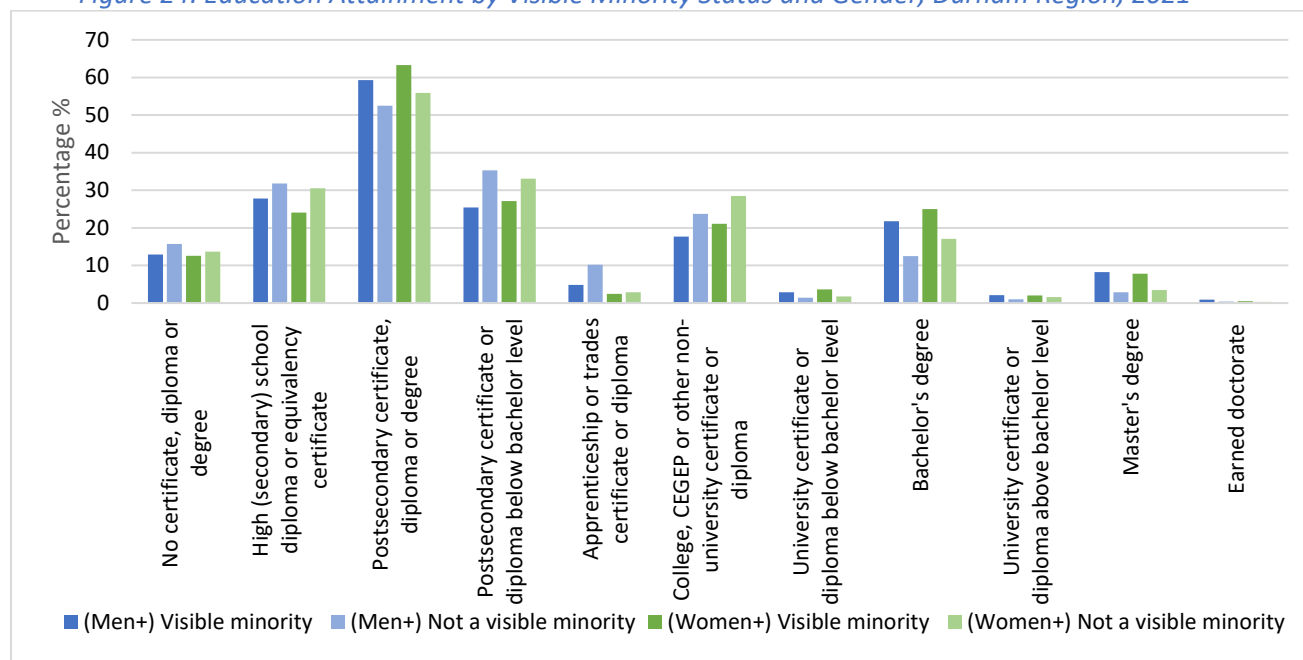
*Figure 23: Education Attainment by Visible Minority Status, Durham Region, 2021*



Source: Statistics Canada, 2021 Census of Population, Table: 98-10-0432-01

In Durham Region, visible minorities (Women+) are more likely to have a post-secondary education than visible minorities (Men+). Nearly 63.3 per cent of visible minorities (Women+) have a post-secondary certificate, diploma or degree, compared to 59.3 per cent for visible minorities (Men+).

*Figure 24: Education Attainment by Visible Minority Status and Gender, Durham Region, 2021*



Source: Statistics Canada, 2021 Census of Population, Table: 98-10-0432-01

### 3.3 Labour Force characteristics

This subsection will focus on the local labour force characteristics of Durham Region's residents by visible minority status, through a review of labour market participation, employment, and unemployment rates.

*Figure 25: Regional Labour Force Characteristics by Visible Minority Status and Gender, 2021*

Labour Force Characteristics	Visible Minorities	Not a Visible Minority
<b>Person</b>		
Total - Population aged 15 years and over by Labour force status	85,515	249,115
Male	41,265	120,995
Female	44,250	128,120
In the labour force	59,540	156,190
Male	30,835	80,375
Female	28,705	75,815
<b>Percentage (%)</b>		
Participation rate	69.6	62.7
Male	74.7	66.4
Female	64.9	59.2
Employment rate	59.4	54.8
Male	64.9	58.6
Female	54.2	51.2
Unemployment rate	14.7	12.6
Male	13.1	11.8
Female	16.4	13.4

Source: Statistics Canada, 2021 Census of Population, Table: 98-10-0446-01

*Figure 26: Employment Income Gap by Visible Minority Status, Gender, Age Group -Durham Region, 2021*

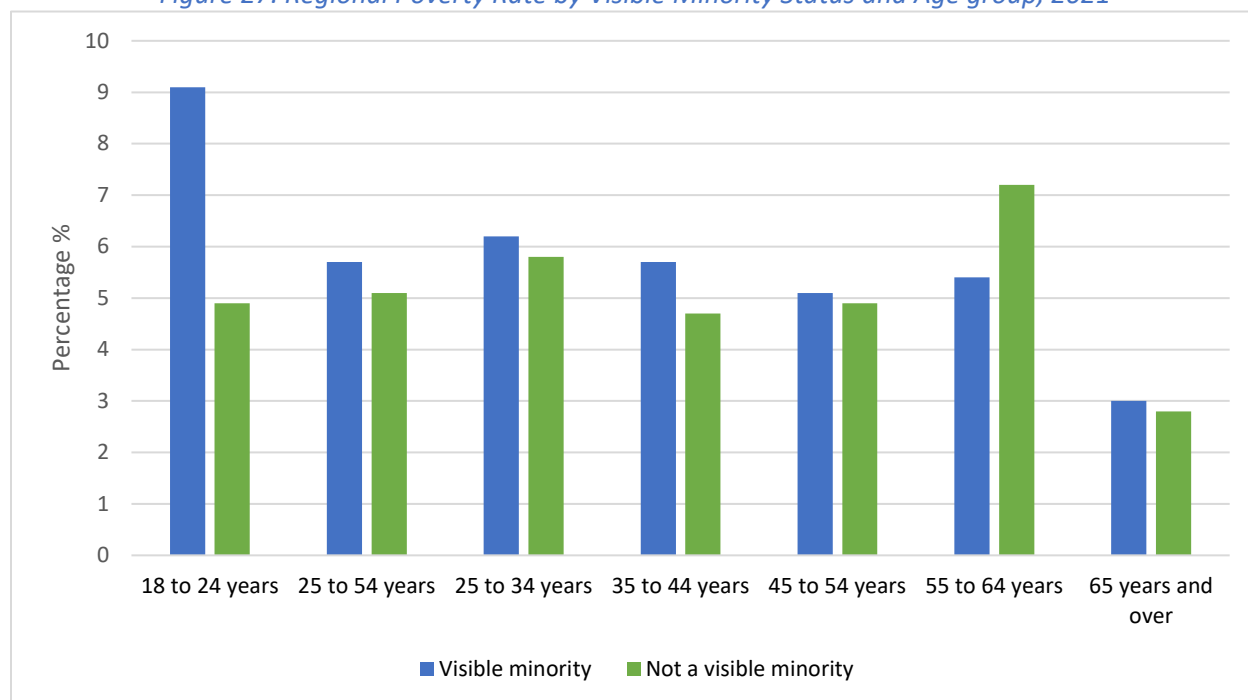
Visible Minority Status	Visible minority	Not a visible minority	Income gap (\$)
Total - Age	46,520	52,850	6,330
Men	53,550	59,950	6,400
Women	39,240	45,280	6,040
15 to 24 years	13,100	15,220	2,120
Men	13,760	17,040	3,280
Women	12,400	13,360	960
25 to 54 years	53,800	65,100	11,300
Men	62,450	75,500	13,050
Women	45,000	54,650	9,650
55 to 64 years	52,300	58,800	6,500
Men	59,600	67,700	8,100



Women	44,560	49,320	4,760
65 years and over	26,720	18,220	-8,500
Men	30,880	19,280	-11,600
Women	21,920	16,460	-5,460

Source: Statistics Canada, 2021 Census of Population, Table: 98-10-0439-01

*Figure 27: Regional Poverty Rate by Visible Minority Status and Age group, 2021*



Source: Statistics Canada, 2021 Census of Population, Table: 98-10-0115-01

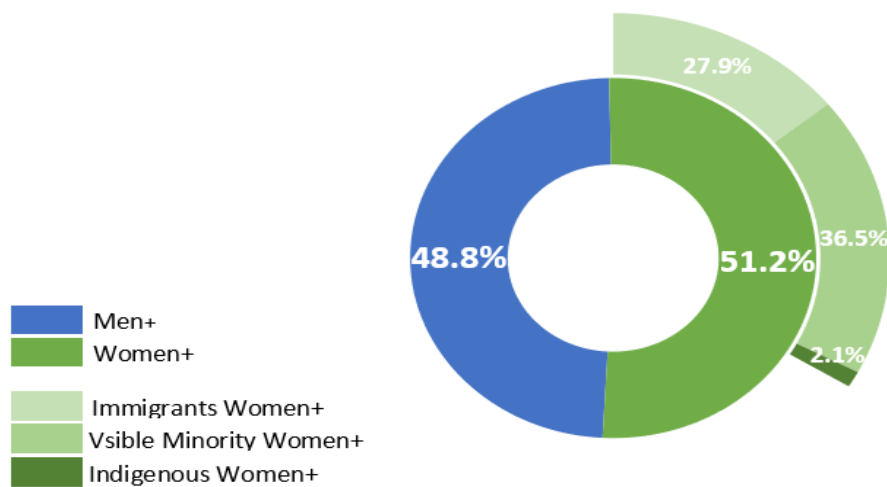
#### 4. Women

The following subsections provide an analysis of racialized and non-racialized women living in the Durham Region, including the change in population the by census, education attainment, labour force characteristics, and poverty rate among racialized women. In this analysis, racialized women will only include (visible minority women, newcomer women, and Indigenous women) other racialized women such as women with disabilities and 2SLGBTQI+ women will not be included in this section due to data limitations.

##### 4.1 Population

According to the 2021 Census, women living in Durham Region represent 51.2 per cent of the region's population, of which nearly 27.9 per cent are immigrant women, 36.5 per cent are visible minority women, and 2.1 per cent are Indigenous women.

*Figure 28: Regional Percentage of Women, Durham Region, 2021*



Source: Statistics Canada, 2021 Census of Population

#### 4.2 Labour Force Characteristics

This subsection will focus on the local labour force characteristics of racialized women living in Durham Region, through a review of labour market participation, employment, and unemployment rates.

*Figure 29: Regional Labour Force Characteristics of Women, Durham Region, 2021*

Labour Force Characteristics	Immigrants Women+	Newcomers Women+	Visible Minority Women+	Indigenous Women+
<b>Person</b>				
<b>Total - Labour force status</b>	46,600	5,055	44,250	4,230
<b>In the labour force</b>	25,700	3,340	28,705	2,640
<b>Employed</b>	21,835	2,810	24,005	2,215
<b>Unemployed</b>	3,860	535	4,700	420
<b>Percentage (%)</b>				
<b>Participation rate</b>	55.2	66.1	64.9	62.4
<b>Employment rate</b>	46.9	55.6	54.2	52.4
<b>Unemployment rate</b>	15	16	16.4	15.9

Source: Statistics Canada, 2021 Census of Population

#### 4.3 Employment Income Gap

Figure 30 shows the employment income gap between Indigenous and non-Indigenous people living in Durham Region, by age groups.

**Figure 30: Employment Income Gap for Women, Durham Region, 2021**

Non-Racialized Women	Average employment income (\$)	Income gap (\$)	Average employment income (\$)	Racialized Women
Non- Immigrants Women	44,600	3,120	41,480	Immigrants Women
Non- Indigenous Women	43,800	5,240	38,560	Indigenous Women
Not - a Visible Minority	45,280	6,040	39,240	Visible Minority

Source: Statistics Canada, 2021 Census of Population

## 5. Persons With Disabilities

The statistics below are derived from the 2017 Canadian Survey on Disability (CSD). The 2017 CSD collected data on the experiences of persons with disabilities and was based on a sample of persons who reported having a long-term condition or difficulty with the activities of daily living question from the 2016 Census long-form questionnaire, and who were 15 years of age or older as of the date of the 2016 Census, May 10, 2016.

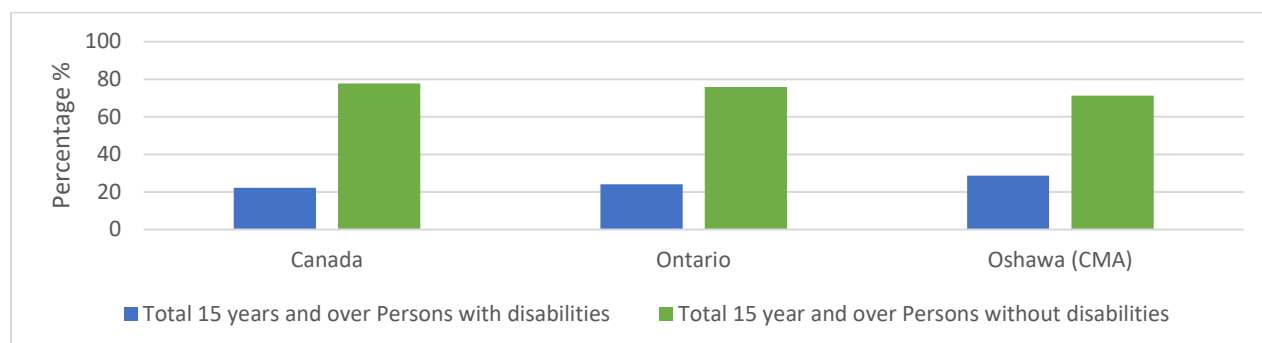
The CSD is based on a social model of disabilities, which considers disability to be the result of the interaction between a person's functional limitations and barriers in the environment, including social and physical barriers that make it harder to function day to day. Data from the 2022 CSD will provide updated information on persons with disabilities in Canada; results will be available in late 2023.

The 2017 CSD provides data on the National and provincial levels, therefore Durham Region data will not be included in the following analysis. The census metropolitan area of Oshawa (Oshawa CMA) is available via Statistics Canada and will help provide a contextual understanding of the local labour market. The following is the most up-to-date data available as the current data will be released in late 2023.

### 5.1 Population

According to the 2017 CSD, the percentage of the population with disabilities at the national level is reported at 22.3 per cent while the provincial level is at 24.1 per cent. 28.7 per cent of residents in the Oshawa CMA have reported one or more disabilities.

**Figure 31 Local, Provincial, and National Prevalence of Disabilities among People aged 15 and over**



Source: Statistics Canada. Canadian Survey on Disabilities, Table 13-10-0374-01

## 5.2 Labour Force Characteristics

According to the 2017 CSD, the participation, employment, and unemployment rates are affected by disability type. For example, in Canada, the unemployment rate for people living with “cognitive disability” was 15.9, while the unemployment rate for people living with “sensory disability” was 9.2.

*Figure 32: National and Provincial Labour Force Characteristics for Persons with Disabilities, 2017*

Geography	Canada			Ontario		
Labour force status	Participation rate (%)	Employment rate (%)	Unemployment rate (%)	Participation rate (%)	Employment rate (%)	Unemployment rate (%)
Total population with disabilities	61.6	55.5	9.8	60.9	55.6	8.6
Sensory disability	60.6	55	9.2	59.6	55.2	7.4
Physical disability	47.6	41.9	11.9	45.7	41	10.3
Pain-related disability	56.9	50.8	10.8	55.7	50.3	9.7
Mental health-related disability	53.1	46.1	13.2	49	43	12.2
Cognitive disability	48	40.4	15.9	45.5	37.9	16.7

Source: Statistics Canada. Canadian Survey on Disabilities, Table 13-10-0730-01

## 5.3 Employment by Occupation

Examining employment by occupation is defined as identifying the number of individuals employed in a particular field as determined by the National Occupation Classification (NOC).

*Figure 33: Employment by Occupation for Persons with Disabilities, Canada, 2017*

National Occupational Classification (NOC - 2016)	Persons with disabilities	Persons without disabilities
In total, all occupations	2,539,140	13,114,630
[0] Management occupations	243,930	1,647,140
[1] Business, finance and administration occupations	425,120	2,218,290
[2] Natural and applied sciences and related occupations	162,060	1,045,920
[3] Health occupations	175,120	979,120
[4] Occupations in education, law and social, community and government services	338,220	1,666,880
[5] Occupations in art, culture, recreation and sport	62,850	356,080
[6] Sales and service occupations	594,670	2,386,260
[7] Trades, transport and equipment operators and related occupations	383,750	1,975,910
[8] Natural resources, agriculture and related production occupations	45,920	251,020
[9] Occupations in manufacturing and utilities	107,510	588,010

Source: Statistics Canada. Canadian Survey on Disabilities, Table 13-10-0752-01

## 5.4 Employment by Industry

Employment by industry looks at the sectors jobs in Canada fall into as defined by the North American Industry Classification System (NAICS). The North American Industry Classification System is designed to provide standard definitions of the industrial structure for Canada, Mexico and the United States.

*Figure 34: Employment by Industry for Persons with Disabilities, Canada, 2017*

North American Industry Classification System (NAICS - 2012)	Persons with disabilities	Persons without disabilities
In total, all industries	2,539,140	13,114,630
11 Agriculture, forestry, fishing and hunting	59,280	287,110
21 Mining, quarrying, and oil and gas extraction	41,620	223,570
22 Utilities	22,560	114,150
23 Construction	170,930	1,038,890
31-33 Manufacturing	205,990	1,233,250
41 Wholesale trade	94,310	554,530
44-45 Retail trade	298,000	1,233,050
48-49 Transportation and warehousing	126,690	663,280
51 Information and cultural industries	60,860	310,410
52 Finance and insurance	111,260	639,990
53 Real estate and rental and leasing	30,310	239,710
54 Professional, scientific and technical services	175,660	1,078,470
55 Management of companies and enterprises	x	19,670
56 Administrative and support, waste management and remediation services	114,410	526,990
61 Educational services	199,080	1,033,430
62 Health care and social assistance	333,040	1,613,620
71 Arts, entertainment and recreation	54,030	209,920
72 Accommodation and food services	119,870	642,930
81 Other services (except public administration)	126,090	585,510
91 Public administration	193,560	866,160

Source: Statistics Canada. Canadian Survey on Disabilities, Table 13-10-0757-01

## 5. 2SLGBTQI+ Community

The statistics below are derived from the two sources; First the 2SLGBTQI+ Action Plan Survey, a national survey developed by the Government of Canada's 2SLGBTQI+ Secretariat between (November 27, 2020, and February 28, 2021), which is based on a sample of 25,636 2SLGBTQI+ people living in Canada. It is important to note that the results of the 2SLGBTQI+ Action Plan Survey are represented by those that responded to the survey and cannot be used to generalize the entire population of 2SLGBTQI+ people living in Canada. The 2021 Census of Population, as previously mentioned, included for the first time a question on gender and the precision of "at birth," allowing all cisgender, transgender, and non-binary individuals to report their gender.

Figure 35: Distribution of the Population by Gender, Oshawa CMA, 2021

Broad age groups	Total - Age	15 to 34 years	35 years and over
Total - Gender	334,630	103,605	231,025
Cisgender persons	333,615	102,940	230,675
Cisgender men	161,745	51,900	109,850
Cisgender women	171,870	51,040	120,830
Transgender persons	700	420	280
Transgender men	345	255	90
Transgender women	355	165	190
Non-binary persons	310	245	65

Source: Statistics Canada, 2021 Census of Population, Table: 98-10-0037-01

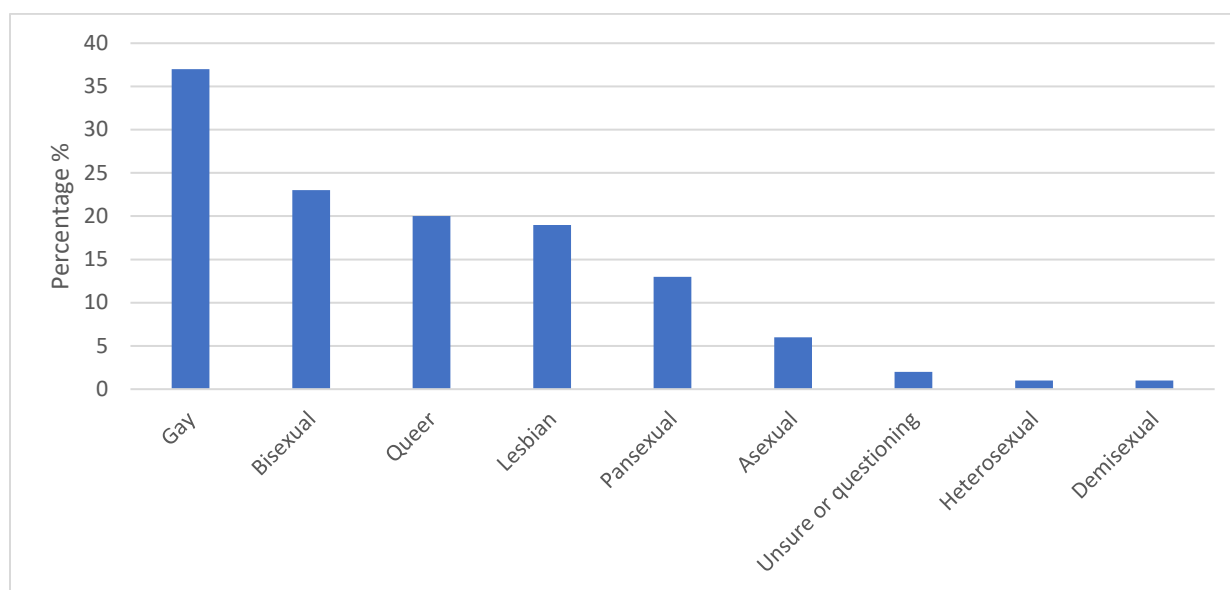
Gender refers to an individual's personal and social identity as a man, woman or non-binary person (a person who is not exclusively a man or a woman). According to the 2021 Census, of the nearly 334,630 people in Oshawa CMA aged 15 and older living in a private household in May 2021, 1,010 were transgender (700) or non-binary (310), accounting for 0.30 per cent of the population in this age group.

Figure 36: Distribution of the Population by Sex at Birth, Oshawa CMA, 2021

Sex (3) 1	Total - Sex	Male	Female
Total - Age	415,315	203,065	212,245
0 to 14 years	76,845	39,280	37,565
15 to 64 years	273,030	134,530	138,505
65 years and over	65,435	29,260	36,175
85 years and over	8,425	3,185	5,245

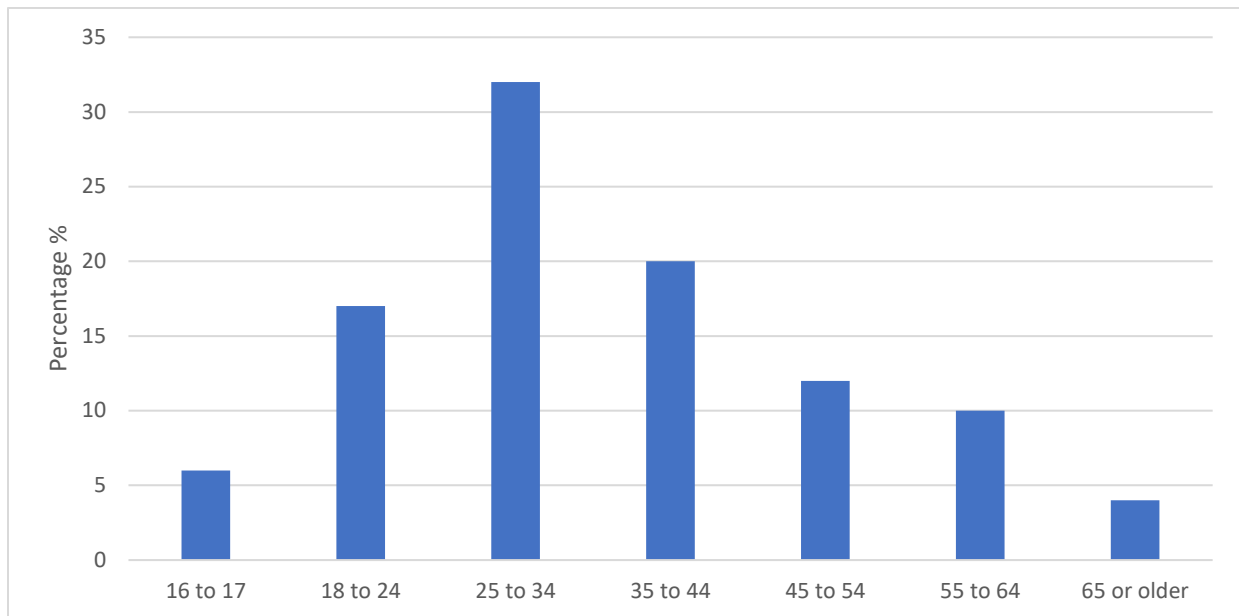
Source: Statistics Canada, 2021 Census of Population, Table: 98-10-0035-01

Figure 37: 2SLGBTQI+ Community by Sexual Orientation, Canada, 2021



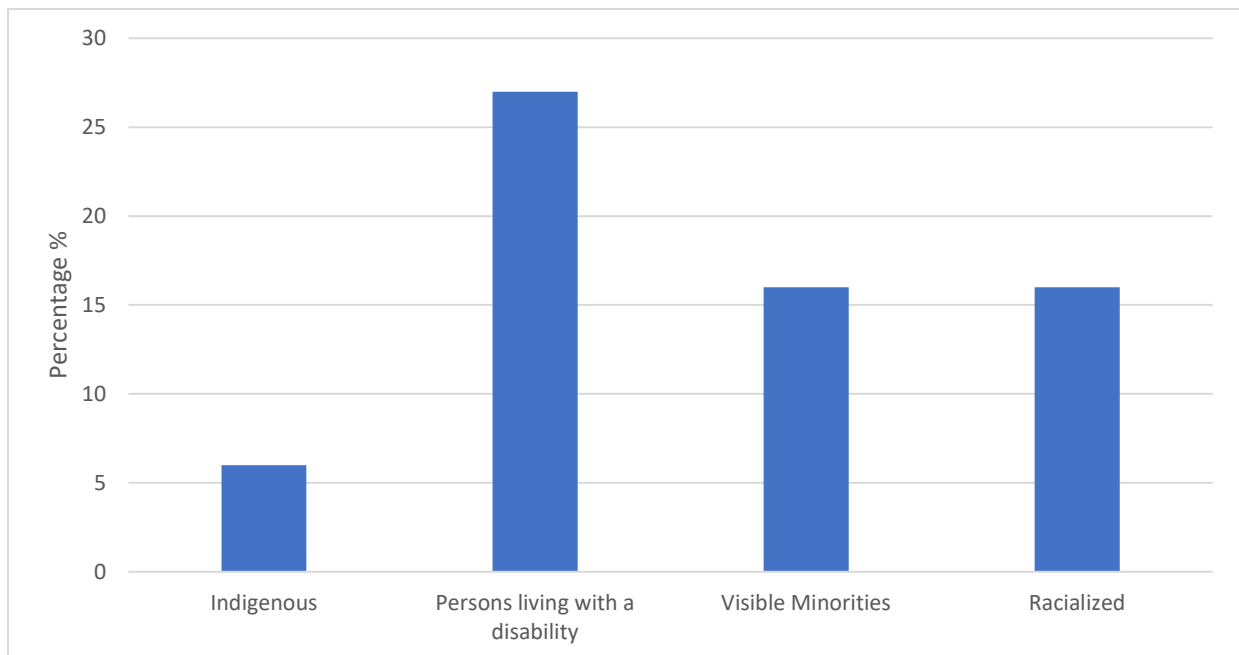
Source: Statistics Canada, 2SLGBTQI+ Action Plan Survey

*Figure 38: 2SLGBTQI+ Community by Age Group, Canada, 2021*



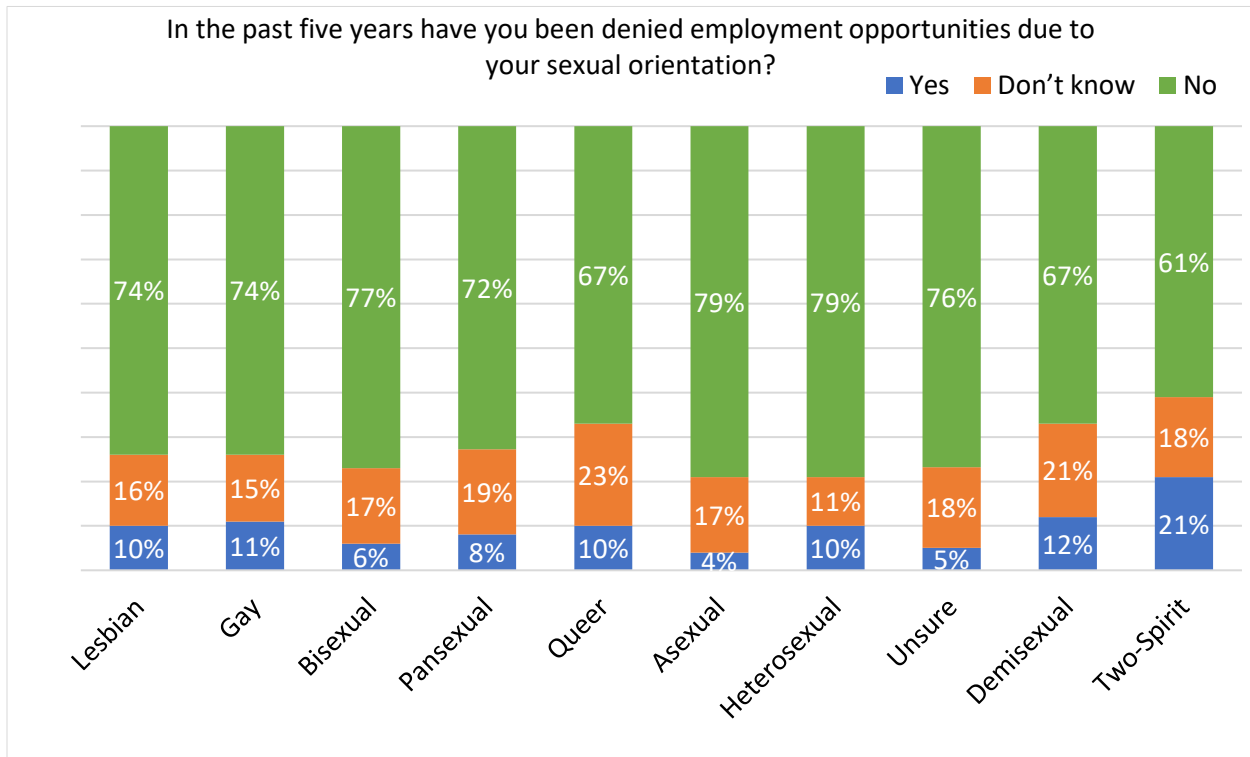
*Source: Statistics Canada, 2SLGBTQI+ Action Plan Survey*

*Figure 39: 2SLGBTQI+ Community by Identify, Canada, 2021*



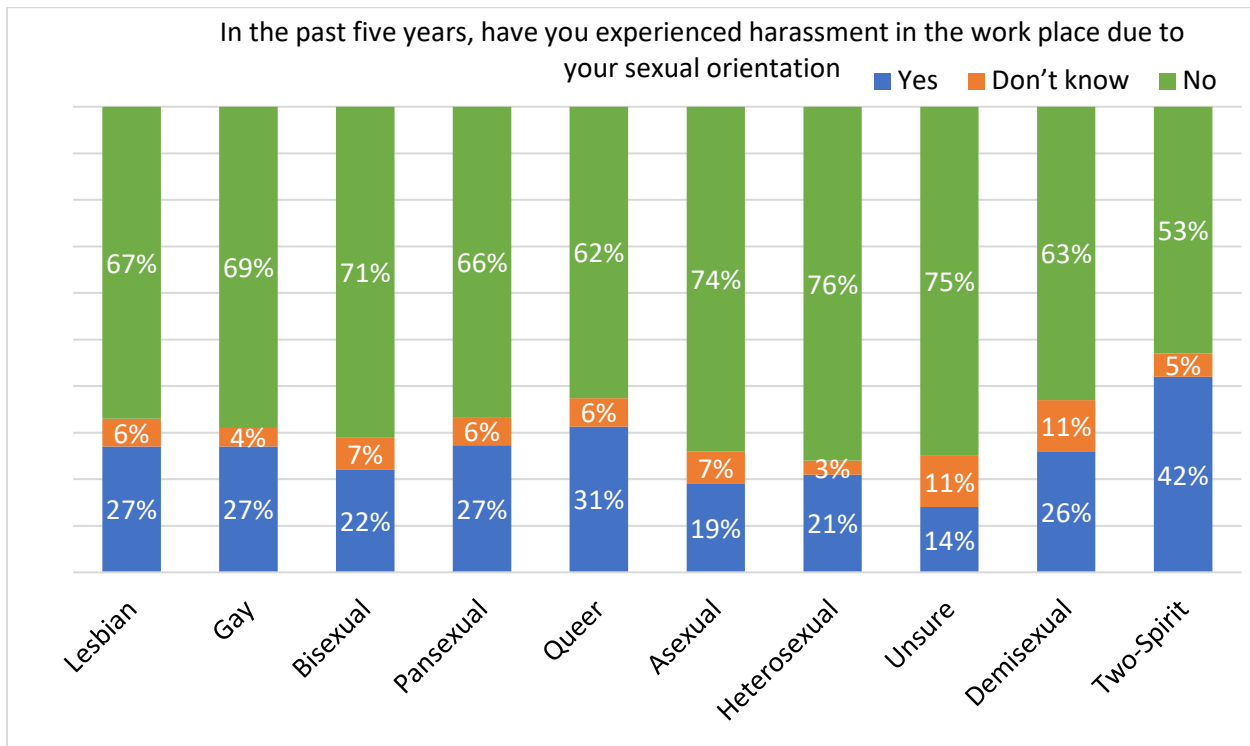
*Source: Statistics Canada, 2SLGBTQI+ Action Plan Survey*

Figure 40: Employment



Source: Statistics Canada, 2SLGBTQI+ Action Plan Survey

Figure 41: Workplace Harassment



Source: Statistics Canada, 2SLGBTQI+ Action Plan Survey



## Recommendations

### Recommendations

These recommendations, and the suggested further investigation, are based primarily on the findings from this report and address the challenges to employment for underrepresented groups as identified by the environmental scan, literature review, and data analysis.

#### Continued research to explore social, systemic, and environmental factors that prevent underrepresented groups from achieving equal and meaningful employment opportunities.

The research findings confirmed that underrepresented groups experience uneven labour market participation, employment rate and income levels. Recognizing the factors that prevent diverse groups from obtaining meaningful opportunities in the labour market is essential. This could be accomplished through conducting focus groups with underrepresented groups in local communities and work in alignment with other organizations with initiatives engaging underrepresented groups. Connecting and communicating can identify perceived and real barriers for underrepresented groups and support them in obtaining employment. Listening to lived experiences of the underrepresented is a great way to gain a deeper understanding and gain perspective into the challenges they face when seeking employment.

#### Engaging and seeking input and perspective of employers to identify challenges and barriers to employment for underrepresented groups.

Employers play a vital role in eliminating barriers to employment for underrepresented groups. Coordinated employer engagement can lead to obtaining a deep understanding of the barriers and challenges. Working with chambers of commerce, economic development and other organizations to engage employers.

## Bibliography:

### Appendix 1: Glossary of Terms:

**Labour Force (LF)** is the number of civilian, non-institutionalized persons 15 years of age and over who were employed or unemployed during the reference week. Put differently, it's the sum of those persons deemed either employed or unemployed.

**Labour Force Status** explains whether an individual is employed, unemployed or not in the labour force.

**Participation Rate** refers to the number of labour force participants (those deemed employed or unemployed) expressed as a percentage of the population aged 15 years and over.

**Employment Rate** is the number of employed people as a percentage of the working-age population. The rate for a particular group; for example, youth aged 15 to 24, is the number employed in that group as a percentage of the population for that group.

**Unemployment Rate** is the number of unemployed persons expressed as a percentage of the labour force. The unemployment rate for a particular group is the number of unemployed persons in that group expressed as a percentage of the labour force for that group.

**Census Metropolitan Area** is an area consisting of one or more adjacent municipalities centered on a population core. It has a population of at least 100,000, of which 50,000 or more live in the core.

**Immigrants/Newcomers** "to Canada may be permanent residents (including people who have received "approval-in-principle" from Immigration, Refugees and Citizenship Canada to stay in Canada) refugees (protected persons) temporary residents (including student, worker, or temporary resident permit holders)" (Benefits, credits, and taxes for newcomers, 2023)

**Indigenous Peoples in Canada** encompasses the First Nations, the Inuit, and the Métis (Indigenous Corporate Training Inc, 2016)

**Visible Minority** "The Employment Equity Act (of Canada) defines visible minorities as 'persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour'" (Visible minority of person, 2021)

**Racialized Gender** "a sociological concept that refers to the critical analysis of the simultaneous effects of race and gender processes on individuals, families, and communities" (Few, 2007)

**Persons with Disabilities** the Accessible Canada Act states that a disability means any impairment, including a physical, mental, intellectual, cognitive, learning, communication, or sensory impairment — or a functional limitation — whether permanent, temporary, or episodic in nature, or evident or not, that, in interaction with a barrier, hinders a person's full and equal participation in society.

**2SLGBTQI+ Community** acronym used by the Government of Canada. 2S: at the front, recognizes Two-Spirit people as the first 2SLGBTQI+ communities; L: Lesbian; G: Gay; B: Bisexual; T: Transgender; Q: Queer; I: Intersex, considers sex characteristics beyond sexual orientation, gender identity and gender expression; +: is inclusive of people who identify as part of sexual and gender diverse communities, who use additional terminologies.

**Micro-aggressions** everyday verbal and behavioural expressions that imply a negative slight or insult in relation to a person's race, sex, gender identity, disability etc. (Eisenmenger, 2019)

**Physical Ableism** hate or discrimination based on physical disability.

**Sanism or Mental Ableism** hate or discrimination based on mental health conditions and or cognitive disabilities.

**Tokenism** a symbolic effort by a company to hire a small number of people who belong to a minority or underrepresented group, merely as a smokescreen to prevent criticism and give the public impression that they treat people equitably or justly (Gill, 2022)

## Appendix 2: Literature Review:

The purpose of this review is to explore the labour market outcomes of underrepresented groups, to identify challenges and opportunities to employment for those groups. Underrepresented groups may include (women, people of colour, persons with disabilities, immigrants, visible minorities, 2SLGBTQI+Community, and many more)

### Newcomers:

Despite government policies focused on attracting skilled immigrants, upon arrival in Canada the “disconnect between immigrant skills and employer recognition of those skills” often leaves newcomers unable to find employment related to their qualifications and experience. Many highly skilled immigrants are thus left seeking opportunities in sectors unrelated to their employment history or accepting positions for which they are overqualified, thus leading to deskilling, downward career mobility and wasted talent. A report by Feenan and Madhany (2021) indicated that newcomers with higher international educational attainment, and those with more international employment experience tended to have lower rates of employment in Canada than those with lower levels of international educational attainment. Of those with one to five years of experience, 83 per cent were employed, compared to 72 per cent of those with 15 or more years of international work experience.

At the same time, a report by Crossman and colleagues (2021) compared the employment rate and the weekly earnings of immigrant and Canadian-born workers throughout the 2000s and 2010s. This report found that over the 2000-to-2019 period, the employment rate for new and recent immigrant men grew faster than for Canadian-born men. The relative employment position of new immigrant women also improved slightly. According to this report, this improvement may be related to the rising demand for labour during these years, since relative labour market outcomes for immigrants tend to improve during expansions and to deteriorate during contractions.

In contrast, a recent presentation released by Statistics Canada (2022), "Research to Insights: Immigration as a Source of Labour Supply," found that while economic outcomes of recent immigrants have improved, substantial challenges related to their skill utilization continue to persist. From 2001 to 2016, the percentage of university-educated recent immigrants working in jobs requiring a university degree decreased from 46 per cent to 38 per cent. In comparison, the percentage of workers in jobs requiring a university degree stayed close to 60 per cent among young (25 to 34 years) Canadian-born workers with at least a bachelor's degree.

### Visible Minority:

The labour market outcomes of individuals in different designated visible minority categories in Canada have long been of interest in public policy research. For example, a study by Milan and Gagnon (2020) examined the prevalence and age composition of occupations—those requiring a university degree, those without such a requirement, and management occupations—for all women and men, and specifically for those who are South Asian, Chinese, and Black, using the 2016 Census of Population and the Labour Force Survey (LFS). This study found that 66.1 per cent of Black women had the highest participation rate in 2016 compared with South Asian (59.6 per cent) and Chinese (55.9 per cent) women as well as the rest of the female population (61.2 per cent). However, Black women were underrepresented in many occupations usually requiring a university degree. Additionally, this study found that Chinese and South Asian women were overrepresented in several professional occupations in 2016. Computer and information systems professionals in 2016, 15 per cent were Chinese and 11 per cent were South Asian women, more than double women in professional occupations overall (6 per cent and 5 per cent, respectively).

A report by Qiu and colleagues (2022), compared the weekly earnings of individuals in designated visible minority to White workers, using data from the 2016 Census. This study focuses on Canadian-born individuals aged 25 to 44 who had paid employment in 2015. This study revealed that among men and women in most designated visible minority categories, differences in weekly earnings relative to White workers were about the same in 2015 as in 2005. However, the difference in weekly earnings between Black and White men widened by 4 per cent after sociodemographic and job characteristics were considered.

### Women:

A report by Maude and colleagues (2021) found that women continue to be underrepresented in leadership and decision-making positions, accounting for one in four senior managers in Canada, or about one in five corporate board directors, while they represented almost one in two workers. Women who do reach executive roles in their careers tend to hold lower-level positions than men, or ones with less decision-making authority. In addition, industrial gender segregation patterns that persist in the working population were also reflected in exploratory estimates, as women were more likely to contribute as executives for firms in sectors where they are well represented in the workforce. Specifically, women executives were less likely than men to work for businesses in the goods sectors, e.g., energy, construction, or manufacturing. Conversely, they were better represented in service sectors, especially in finance, which reflects their educational background. Half of women in executive positions worked in finance, compared with about 4 in 10 men.

Similarly, a report by Zhong and Shetty (2021) indicated that many sectors and occupations are disproportionately gendered. In 2017, women represented 81 per cent of the healthcare and social assistance sector but only 17 per cent of plant and machine operator jobs; however, even in sectors where women are the majority, women, especially racialized women, mainly occupy lower-paying positions (for example, nursing and personal care), while men predominantly hold higher-paying positions (for example, family doctors and anesthesiologists). According to this report, these gender gaps across sectors and occupations affect how men and women experience future economic and technological disruptions.

### Persons with disabilities:

Persons with disabilities are also among those who face multiple challenges and barriers to employment. A report by Burlock (2017) examined the employment and income characteristics of people with disabilities and compared them with people without disabilities, using the 2012 Canadian Survey on Disability (CSD). This report found that people with disabilities were less likely to participate in the labour force than those without disabilities. A similar proportion of women and men with disabilities aged 25 to 54 participated in the labour force in 2011 (61.3 per cent and 63.4 per cent, respectively). This was not the case among same-aged women and men without disabilities as women were less likely to have participated in the labour force (83.4 per cent versus 92.8 per cent, respectively). In addition, this report found that people with disabilities often work part-time jobs more precariously than the average worker.

Similarly, a report by Morris and colleagues (2018), found that among those aged 25 to 64 years, persons with disabilities were less likely to be employed (59 per cent) than those without disabilities (80 per cent). As the level of severity increased, the likelihood of being employed decreased. Among individuals aged 25 to 64 years, 76 per cent of those with mild disabilities were employed, whereas 31 per cent of those with very severe disabilities were employed.

Additionally, Choi (2021) found that in 2017, among employees with disabilities aged 25 to 64 years, 18.2 per cent believed their condition made it difficult to change their current jobs or businesses due to difficulty in obtaining required supports or accommodations. Those with more severe disabilities (24.1 per cent) were more likely to report the difficulty in obtaining the necessary supports compared to those with less severe disabilities (13.9 per cent). Among the one-fifth of employed persons with disabilities who showed interest in work-related training, 6.9 per cent were prevented from taking it due to the courses not being adapted to the needs of their condition. Almost 40,000 (4.0 per cent) employed persons with disabilities did not want to take work-related training courses due to the course not being adapted to their condition.

### Indigenous:

In 2022 the Future Skills Centre issued a report in partnership with the Diversity Institute at Toronto Metropolitan University, indicated that two in five Indigenous employees experience discrimination in the workplace because of their Indigenous identity. This rises to one in two for First Nations employees. Indigenous women are more likely to experience discrimination in the workplace than Indigenous men (36 per cent of men vs. 45 per cent of women). In addition, Indigenous peoples are two times more likely than their non-Indigenous counterparts to have become unemployed because of the pandemic. While the shift to remote work has been generally viewed as a positive change for many, Indigenous Peoples are more likely to worry about paying for highspeed internet and cell phone access than non-Indigenous Canadians. (Zou et al, 2022)

Similarly, a report by Moyser (2017) found that levels of educational attainment were lower among the Indigenous population, compared to the non- Aboriginal population in 2015. Schooling somewhat insulated Aboriginal people from labour market disadvantage. However, even among those with completed postsecondary education, disparities between Aboriginal and non-Aboriginal people in employment, participation and unemployment rates remained.

## 2SLGBTQI+ Community

Canada is home to approximately one million people who identify as part of the 2SLGBTQI+ community, accounting for 4 per cent of the total population aged 15 and older in 2018 (Statistics Canada, 2021). 2SLGBTQI+ Canadians may be more at risk of experiencing the adverse economic impacts associated with the pandemic. In part, this may be attributed to the gender-based violence that 2SLGBTQI+ Canadians face in their daily life, which the pandemic has exacerbated. A report by Cotter and Savage (2019) found that gender-based violence—defined as violence that is committed against someone based on their gender identity, gender expression or perceived gender — can have serious long-term physical, economic and emotional consequences for victims, their families, and for society more broadly.

The Social Research and Demonstration Corporation (SRDC) issued a report in 2022 indicating that 2SLGBTQI+ individuals continue to face labour market and employment inequities that are systemic and mutually reinforcing with those in other spheres. The employment experiences of 2SLGBTQI+ individuals interviewed in this report were commonly characterized by prejudice, discrimination, stigmatization, and exclusion. In addition to implications for mental health and well-being, participants articulated specific examples where these experiences inhibited their capacity to access, maintain, and advance in employment. At the same time, 2SLGBTQI+ individuals whose experiences were additionally shaped by sexism, racism, and other forms of oppression described distinct and exacerbated disadvantages in employment.

Similarly, a report commissioned by Statistics Canada in 2021 found that in 2018, two-fifths of 2SLGBTQI+ Canadians (41 per cent) had a total personal income of less than \$20,000 per year, compared with one-quarter of their non-2SLGBTQI+ counterparts (26 per cent). The average personal incomes of 2SLGBTQI+ income earners were also significantly lower (\$39,000) than those of non-2SLGBTQI+ (\$54,000) in Canada. The income difference between the 2SLGBTQI+ and non-2SLGBTQI+ Canadians may be attributed, in part, to the 2SLGBTQI+ population being younger and a higher share of this population being enrolled in school, CEGEP, college or university (24 per cent compared with 13 per cent among the non-2SLGBTQI+ population), reducing their potential earnings while in school (Statistics Canada, 2021).

## Racialized Workers:

Like the research on immigrants and visible minorities, many studies and reports have been conducted on racialized workers. A report by Block and colleagues (2018) found that 3.9 million racialized individuals lived in Ontario in 2016, representing 29 per cent of Ontario's population—a notable increase from 23 per cent of the population in 2006. Racialized workers in Ontario had a slightly higher labour force participation rate than non-racialized workers (65.3 per cent versus 64.5 per cent) 2016. However, racialized Ontarians continued to experience higher unemployment rates. Racialized women had the highest unemployment rate at 10 per cent, followed by racialized men at 8.7 per cent, non-racialized men at 7 per cent, and non-racialized women at 6.3 per cent. Moreover, racialized women were most likely to be in the lowest-paying occupations. The share of racialized women (25.1 per cent) working in occupations that fall in the bottom 10 per cent of average earnings was 66 per cent higher than the share of non-racialized men (15 per cent). Non-racialized women were slightly less likely to work in these low-wage occupations than racialized women (23.6 per cent). The share of racialized men in these lowest-paying occupations (17.8 per cent) was higher than that of non-racialized men (15.1 per cent).

Similarly, a report by Lewchuk and colleagues (2013) has found that income inequality has been growing in the GTA-Hamilton labour market since the 1980s, and it is well established that poverty creates serious

stresses on households. In addition, this report concluded that in 2011, only half of the employed people aged 25-65 in the GTA-Hamilton labour market were in a 'standard employment relationship'. This is defined as permanent, full-time employment with benefits. Another 9 per cent were in permanent part-time employment. An additional 22 per cent of the workforce is composed of people employed under conditions that fall short of a standard employment relationship. Their work has at least some of the characteristics of precarious employment. According to this report, precarious employment is narrowly defined as employment that is temporary, casual, short-term, fixed-term, or self-employed without employees; its prevalence in the GTA-Hamilton labour market is at least 18 per cent.

#### The Impact of Covid-19 Pandemic:

Canadian and international research literature has found that the COVID-19 pandemic has challenged existing work structures and made social, systemic, and environmental inequality issues more visible. As a result, the pandemic has marginalized some groups more than others. For example, research by Nardon and colleagues (2021) intended to explore how the ongoing COVID-19 pandemic impacted skilled newcomer women's labour market outcomes and work experiences. The authors draw on 50 in-depth questionnaires with skilled women to elaborate on their work experiences during the COVID-19 pandemic. This study found that the pandemic pushed skilled immigrant women towards unemployment, lower-skilled or less stable employment. Most study participants had their career trajectory delayed, interrupted, or reversed due to layoffs, decreased job opportunities and increased domestic burden. Additionally, the pandemic's gendered nature and the reliance on work-from-home arrangements and online job search heightened immigrant women's challenges due to limited social support and increased family responsibilities.

In this context, a report by Hou and Picot (2022) found that low-wage workers bear the brunt of the COVID-19 downturn, along with less educated workers and young women. Recently immigrated women experienced a greater increase in unemployment than Canadian-born women during the COVID-19 recession.

A recent fact sheet by the Canadian Research Institute for the Advancement of Women (2021) explored the experiences of racialized women during the COVID-19 pandemic in Canada. It found that the diverse impacts of COVID-19 are deeply rooted in pre-existing socio-economic inequalities based on race, gender, ability, income, wages, health, housing, etcetera—due to all these factors; racialized people are hit the hardest by this pandemic—specifically women. For racialized women, the challenges of COVID-19 may be acutely felt—who are more likely to be in precarious jobs and are likely to be in positions providing (under) paid care to others.



## Appendix 3: DWA research strategy

### *Durham Workforce Authority Research Strategy*

Our research strategy is founded on principles of transparency, fairness and accountability. Our emphasis on communities means positioning our research activities to be responsive to identified community needs, building connections, and promoting system-wide leadership. Research is conducted in partnership with the broader community to foster a culture of inquiry and provide support for development.

The DWA aims to maximize the benefits of research by advancing knowledge and contributing to better labour market information that results in economic prosperity and quality of life in Durham Region.

### Mission

- To improve Durham Region's local labour market information, knowledge and data dissemination through research and education to benefit the communities we serve.
- To share our knowledge through local collaborations and development of best practices in labour market research regionally, provincially, and nationally.

### Research Vision

The Durham Workforce Authority will be a leader in advancing and creating new knowledge that informs labour market partners through community identified need by evidence-based research and dissemination.

The Durham Workforce Authority will lead and as capable, fund projects or programs of research that are aimed at:

- Aging workforce
- Current and projected labour shortages
- Increase productivity
- Technology and tools
- Positions employers are trying to fill
- Skills and education in demand
- Regional and community variations
- Outcomes of PSE graduates and apprenticeship completions
- Information on vulnerable groups in the labour market
- Other research as identified through community consultation and supported by the DWA Board of Directors

The DWA goals are to:

- Providing authoritative research
- Identifying employment trends
- Bringing people together
- Building effective industry, community-based agencies and organizations partnerships
- Allowing flexibility in decision-making to react to opportunities
- Enabling the DWA and its community to become leaders and innovators



## Research and Promotion of Evidence-Based Practices

The DWA will work to develop and deliver:

- accurate and timely labour market information for use by economic development, education, employers, community service providers and others.
- workforce system data to develop community plans and progress.
- findings based on evidence-based research.
- customized project reports that add to community knowledge which can be adapted for use by other partners in the Durham Region workforce system.

## Promoting Research Integrity

The following is adapted from the Tri Agency Framework, Responsible Conduct of Research (Canadian Institute of Health Research Natural Sciences and Engineering Research Council of Canada, Social Sciences and Humanities Research Council of Canada, 2016)

The DWA and those funded by the DWA shall strive to follow the best research practices honestly, accountably, openly and fairly in the search for and in the dissemination of knowledge.

## Responsive Information Exchange

It is important that the results, outcomes and impacts of the research that the DWA generates itself or funds are available to share with everyone in Durham Region who desires local labour market information. The DWA will make ongoing efforts to share its research in ways and means as identified desirable by the community.

## Research Services

The DWA will strive to be the preferred source of labour market trends. The DWA's expertise, intelligence and technical assistance role are vital for development strategies that boost the economic well-being of the Durham Region

## Research Strategy Addendum 2023

### Introduction

In 2017, the DWA released its research strategy. The strategy has served as the foundation and guiding principle for all research undertaken by the organization since then. Since 2017, several of our research projects have revealed important gaps in our work. The Skilled Trade report noted that the racialized individuals, newcomers, immigrants, and persons with disabilities had challenges attaching and remaining employed in skilled trades in Durham Region. The DWA's Post-Pandemic Recovery Report noted that the same job seekers fared poorly during the pandemic's darkest days and continue to struggle in the labour market. A review of the DWA's existing research strategy revealed a weakness that did not include an EDI lens.

Equity, diversity, and inclusion in research is a continuous process of cultural transformation that requires leadership in communication, awareness-building (creating inspiring conversations) and recognizing excellence.

Other larger research bodies have recently updated their research strategy, and the DWA reviewed them, taking inspiration from Dalhousie University, the University of Ottawa and Qualtrics. The revised research strategy is built on these sources. It takes much of our research strategy from the Natural Science and

Engineering Research Council of Canada (NSERC) EDI research strategy committed to increasing equitable and inclusive participation in the research.

The DWA believes a research strategy is a living document and wants to create an inclusive research strategy, ensuring all Durham Region residents are included in the Labour Market Information (LMI) collected, viewed, actioned and future research is collected without unconscious bias. Barriers faced by underrepresented and marginalized groups are reduced or removed.

This plan includes the following:

- Removes as much as possible biased norms and stereotypes
- Options for consulting an EDI expert to review materials
- Expands the applicability of research findings and new technologies across a broader segment of society
- Strategies to mitigate biases by conducting inclusive research and improving technologies
- Research outcomes that fairly benefit communities most impacted by the research
- A formal complaints management process

#### Values

- Equity, Diversity, and Inclusiveness celebrate diversity in culture, language, gender, race, ethnicity and other forms of identity and experience in research.
- Equality of rights and non-discrimination against people based on racism, sexism, ableism, homophobia, biphobia, transphobia, ageism, or other grounds established by the Ontario Human Rights Code.

#### Best Practices/Strategies

Consider the use of EDI approaches in the overall design of the research projects; follow the lead of Indigenous, Black-led, and ethnocultural organizations in developing best practices for data use, as the potential collection, sharing, and use of administrative data disproportionately impact these communities.

#### Support Community-Based Research and Other Research Initiatives

The DWA will examine LMI, work with underrepresented groups, and engage underrepresented and disadvantaged groups in research to reduce disparities and make research relevant to their needs.

#### Common Language

The DWA research strategy will use the following definitions:

- EQUITY people of all identities are treated fairly. Equity is removing systemic barriers and biases, ensuring all individuals have equal opportunity to access and benefit.
- DIVERSITY is the conditions, expressions, and experiences of different groups.
- INCLUSION ensures that all individuals are valued and respected for their contributions and equally supported. *Source: Social Sciences and Humanities Research Council Underrepresented Groups*
  - Women
  - Indigenous peoples
  - Visible minorities /racialized persons
  - 2SLGBTQI+ community
  - Persons with disabilities

## Unconscious bias

An implicit attitude, stereotype, motivation, or assumption that can occur without knowledge, control or intention. Unconscious bias results from one's life experiences and affects everyone. Everyone carries implicit or unconscious biases. Examples of unconscious bias include gender, culture, race/ethnicity, age, language, and institutional biases. Decisions based on unconscious bias can compound over time to significantly impact the lives and opportunities of others affected by the decisions one makes. Anti-racist approaches that consider systemic racism and the intersectionality of different identities in the conceptualization of the research (e.g., age, culture, disability, education, ethnicity, gender expression and gender identity, immigration and newcomer status, Indigenous identity, language, neurodiversity, parental status/responsibility, place of origin, religion, race, sexual orientation, and socio-economic status)

The following are steps that can be practiced to mitigate bias:

- Stereotype replacement: Think about a stereotype you hold and consciously replace it with accurate information.
- Positive counterstereotype imaging: Picture someone who counters a traditionally stereotyped role.
- Perspective taking: Take the perspective of someone in a stereotyped group.
- Individuation: Gather specific information about an applicant to prevent group stereotypes from leading to potentially inaccurate assumptions.
- 

## Complaints Management

It is the policy of the Durham Workforce Authority to settle all complaints or disputes in a civil and timely manner. All DWA surveys include a preamble with an opt-out option and an email link to the Executive Director to express concerns. At that point, the DWA complaints policy will take over:

Any individual, survey respondent, or research respondent must provide a written complaint to the Executive Director within five business days. The Executive Director will endeavour to provide a written response within three business days of submitting the complaint. If unresolved, a written complaint must be sent to the DWA Board of Directors within five business days of receiving the Executive Director's response. The Board will meet with the Executive Director before responding to the complainant. The Board of Directors will endeavour to provide a written response within ten business days of receiving the complaint. The Board's decision shall be final.

## Outcomes

An equitable, diverse, and inclusive research environment that supports excellent, innovative, and impactful research. All Durham Region community members can participate in the study, regardless of their situation. Diversity allows for differing information and perspectives. Inclusion creates an environment for open discussion and debate.

The EDI research strategy will be equitable, diverse, and inclusive research, critical for research excellence, ensuring it is locally relevant and impactful to advance knowledge and understanding and to respond to Durham Region's LMI needs.

## Appendix 4: Continuing the Conversation

### Guiding Questions

Are all groups represented across all levels of research?

What is the impact of implicit bias in the team environment?

Does your research involve racialized and underrepresented or disadvantaged groups?  
 Who benefits from the research findings?  
 Have you considered which populations might experience significant unintended impacts (positive or negative) because of the research?  
 Have you considered the accessibility needs of participants involved in the research?  
 Does your proposal consider the different forms of support required (e.g., financial, logistical, cultural, linguistic) to ensure that the individuals or communities involved in the research are able to participate in it meaningfully?  
 Does your literature review address relevant EDI considerations?  
 What keywords could be used in your literature review to gain a deeper and broader knowledge of who might or might not be impacted by or contribute to the research?  
 Are certain diversity factors and/or intersections known to affect the phenomenon of interest?  
 What are the relevant knowledge gaps?  
 Have previous studies failed to incorporate relevant diversity factors or omitted to investigate their intersections?  
 How will your research questions and the subsequent findings from your study apply to the needs or experiences of various groups?  
 Who should be consulted about the needs and wishes of the group under study (subjects or users)?  
 What contextual factors are relevant and important, and what may be overlooked without a conscious, intersectional integration of these considerations?  
 Have you made assumptions regarding certain diversity factors? Are these based on empirical evidence?

## Study Design

Will members from the population/community of interest be invited to help shape the study's objectives?  
 Which diversity factor(s) could be embedded to strengthen the study?  
 Why would you consider or not consider these factors and their intersections?  
 What is your position relative to the research problem's context or the subjects?  
 What biases related to identity, privileges and power imbalances could impact the study?  
 How will they be mitigated?  
 Does the proposed research follow relevant protocols and/or best practices on how, why and by whom research is conducted with relevant or impacted communities and how knowledge is accessed and shared (such as in Indigenous communities)?  
 In cases that involve a research site, have you determined which Indigenous government or community has authority over or interests in the research site?  
 Have you genuinely engaged with the community and considered their research priorities and interests in the co-production of knowledge (even if you are from the community)?  
 Are there opportunities for reciprocity in the study's design, such as to benefit both the community and the research ecology and data collection?  
 How will you obtain information for each diversity factor under consideration?  
 How will privacy be protected?  
 How will you ensure that the research participants reflect the diversity categories in the design?  
 If the analysis is based on existing data sets, is there potential for bias due to the cultural and institutional contexts in which the data were generated?  
 For Indigenous research, how will data collection and monitoring be conducted using established guides for/by Indigenous Peoples?  
 How will bias be monitored, mitigated, and recorded?

Do EDI considerations impact relations between those conducting the research and those participating in it in ways that affect data collection?  
How will this be identified and mitigated?

### Analysis and interpretation

Have you presented your data disaggregated by diversity factors?

Have you evaluated whether diversity factors and/or their intersections impact outcomes?

Statistically, evaluate your data to determine whether the magnitude of effects is different for each diversity factor and their intersections.

If diverse groups are involved in the research, will they participate in the interpretation of the data and the review of research findings before the completion of the proposed research?

If the results are inconclusive, will they be reported in a disaggregated format for future studies?

Are you applying your research findings to the population when your method and design were limited to specific groups?

Did you report the diversity factor(s) used in the study to ensure that experiments are reproducible and findings are not over-generalized?

If relevant diversity factors were not included in the study, did you acknowledge that it is a limitation of the study?

Did you discuss the implications of the lack of such analyses on interpreting the results?

### Dissemination of results

What means of dissemination will be most effective in reaching those who will use and/or could benefit from the findings?

How will inclusivity be integrated during dissemination? Will accessible formats be used?

Will anyone who participated in the research receive a summary of the findings and/or be invited to a presentation about the work?

Does the dissemination plan consider the language of use (i.e., English, French or other appropriate languages) depending on the groups identified?

Does the dissemination material consider gender-sensitive and inclusive communication (e.g., gender-neutral language or unbiased content)?

Are the dissemination strategies the product of collaborative efforts with diverse inputs, or have they been envisioned with a narrower focus?

## References:

1. Amanat, H. (2023, 01 03). *Workers will continue to seek higher pay, remote work, into 2023: report*. Retrieved from CTV News: <https://www.ctvnews.ca/lifestyle/workers-will-continue-to-seek-higher-pay-remote-work-into-2023-report-1.6216722>
2. *Archived - Average and median gender wage ratio, annual, inactive*. (2023, 01 06). Retrieved from Statistics Canada: <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410034002&pickMembers%5B0%5D=1.1&pickMembers%5B1%5D=3.1&pickMembers%5B2%5D=5.3&pickMembers%5B3%5D=6.1&cubeTimeFrame.startYear=2022&cubeTimeFrame.endYear=2022&referencePeriods=20220101%2C20220101>
3. *Benefits, credits, and taxes for newcomers*. (2023, 01 24). Retrieved from Government of Canada: <https://www.canada.ca/en/revenue-agency/services/tax/international-non-residents/individuals-leaving-entering-canada-non-residents/newcomers-canada-immigrants.html>
4. Block, S., and Galabuzi, G. (2018), *Persistent Inequality-Ontario's Colour-coded Labour Market*, Canadian Centre for Policy Alternatives, Ontario, Retrieved from: <https://policyalternatives.ca/sites/default/files/uploads/publications/Ontario%20Office/2018/12/Persistent%20inequality.pdf>
5. Block, S., Galabuzi, G.E. & Tranjan, R. (2019). *Canada's Colour Coded Labour Market*. Canadian Centre for Policy Alternatives. Retrieved from: <https://policyalternatives.ca/sites/default/files/uploads/publications/National%20Office/2019/12/Canada's%20Colour%20Coded%20Income%20Inequality.pdf>
6. Boyd, M., & Kaida, I. (n.d.). *Projects*. Retrieved from Occupational Segregation Trends in Canada : <https://occupationalesegregation.artsci.utoronto.ca/projects/>
7. Brennan, K. Halpenny, C. Pakula, B. (2022), *GBTQ2S+ voices in employment: Labour market experiences of sexual and gender minorities in Canada*, The Social Research and Demonstration Corporation, Retrieved from: <https://www.srdc.org/media/1672993/wage-phase-3-final-report.pdf>
8. Burlock, A. (2017), *Women in Canada: A Gender-based Statistical Report*, Women with Disabilities, Statistics Canada, Catalogue no. 89-503-X, Retrieved from: <https://www150.statcan.gc.ca/n1/en/pub/89-503-x/2015001/article/14695-eng.pdf?st=uXF0d7sT>
9. Cafley, J. Davey, K. Saba, T. Blanchette, S. Latif, R. And Sitnik, V. (2020), *Economic Equality in a Changing World: Removing Barriers to Employment for Women*, Public Policy Forum, Future Skills Centre and Diversity Institute, Retrieved from: <https://www.torontomu.ca/diversity/reports/economic-equality-in-a-changing-world/>
10. Canadian Institute of Health Research Natural Sciences and Engineering Research Council of Canada, Social Sciences and Humanities Research Council of Canada. (2016). *Tri-Agency Framework Responsible Conduct of Research*. Ottawa: Government of Canada.
11. Canadian Mental Health Association, (2022), *Stigma and Discrimination*, Ontario, Retrieved from: <https://ontario.cmha.ca/documents/stigma-and-discrimination/>

12. Canadian Research Institute for the Advancement of Women, (2021), Racialized Women & COVID-19: Challenges in Canada, Retrieved from: <https://www.criaw-icref.ca/wp-content/uploads/2021/04/Racialized-Women--COVID-19-Challenges-in-Canada.pdf>
13. Choi, Rebecca (2021), Accessibility Findings from the Canadian Survey on Disability, 2017, Statistics Canada, Retrieved from: [Accessibility Findings from the Canadian Survey on Disability, 2017 \(statcan.gc.ca\).](https://www150.statcan.gc.ca/n1/pub/85-002-x/2019001/article/00017-eng.pdf?st=oGqrUiHq)
14. Cotter, A. and Savage, L. (2019), Gender-based violence and unwanted sexual behaviour in Canada, 2018: Initial findings from the Survey of Safety in Public and Private Spaces, Statistics Canada, Retrieved from: <https://www150.statcan.gc.ca/n1/en/pub/85-002-x/2019001/article/00017-eng.pdf?st=oGqrUiHq>
15. Crossman, E., Hou, F., and Picot, G. (2021), Are the gaps in labour market outcomes between immigrants and their Canadian- born counterparts starting to close?, Statistics Canada, Catalogue no. 36-28-0001, Vol. 1, no.4, Retrieved from: <https://www150.statcan.gc.ca/n1/en/pub/36-28-0001/2021004/article/00004-eng.pdf?st=Fv9Ugc0a>
16. *Daily average time in hours and proportion of day spent on unpaid domestic and care work by sex.* (2019 , 04 03). Retrieved from Statistics Canada: <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=4510001402>
17. Douglas, E. (2023, 01 11). *Diversity isn't a nice-to-have in 2023, it's a strategic necessity.* Retrieved from Human Resources Director CA: <https://www.hcamag.com/ca/specialization/diversity-inclusion/diversity-isnt-a-nice-to-have-in-2023-its-a-strategic-necessity/432544>
18. Drolet. (2020, 09 28). *Labour Statistics: Research Papers - Equally mobile, equally stable: Gender convergence in labour mobility and job stability in Canada.* Retrieved from Statistics Canada: <https://www150.statcan.gc.ca/n1/pub/75-004-m/75-004-m2020001-eng.htm>
19. Durand-Moreau, Q., Lafontaine, J., & Ward, J. (2022). Work and health challenges of Indigenous people in Canada. *The Lancet Global health, Volume 10, Issue 8*, e1189-e1197.
20. Durham Region, (April 2022), Census of Population – Population and Dwelling Counts Release, Commissioner of Planning and Economic Development, Retrieved from: <https://www.durham.ca/en/regional-government/resources/Documents/Council/CIP-Reports/CIP-Reports-2022/2022-INFO-31.pdf>
21. Durham Region. (2018). *Fostering a Strong and Inclusive Workplace: 2018-2021 Diversity and Inclusion Strategy*, Retrieved from: <https://www.durham.ca/en/regional-government/resources/Diversity-Equity-and-Inclusion/DiversityandInclusionStrategy.pdf>
22. Durham Region. (2020). *Durham Immigration and Inclusion Community Plan 2020-2024.* Retrieved from: <https://www.durhamimmigration.ca/en/who-we-are/resources/Durham-Immigration-and-Inclusion-Community-Plan-2020-2024-FINAL.pdf>
23. Eddy NG, Anjum Sultana, Kory Wilson, Simon Blanchette, Rochelle Wijesingha. (2021), *Skills for the Post-Pandemic World: Building Inclusive Workplaces*, The Future Skills Centre Retrieved from: <https://ppforum.ca/project/skills-for-the-post-pandemic-world/>
24. Eisenmenger, A. (2019, 12 12). *Ableism 101.* Retrieved from access living: <https://www.accessliving.org/newsroom/blog/ableism-101/>

25. Elmi, M. Cukier, W. Munro, D. And Sultana. A (2020), Skills for the Post-Pandemic World. The Public Policy Forum, the Future Skills Centre, and the Diversity Institute. Retrieved from: <https://ppforum.ca/project/skills-for-the-post-pandemic-world/>
26. *Federal gender equality laws in Canada*. (2022, 06 08). Retrieved from Government of Canada: [https://www.international.gc.ca/trade-commerce/gender\\_equality-egalite\\_genres/lois\\_can\\_gen\\_eq\\_laws.aspx?lang=eng](https://www.international.gc.ca/trade-commerce/gender_equality-egalite_genres/lois_can_gen_eq_laws.aspx?lang=eng)
27. Feenan, K. and Madhany, S. (2021) Immigration and the Success of Canada's Post-Pandemic Economy, the Public Policy Forum, the Diversity Institute, and the Future Skills Centre, retrieved from: <https://fsc-ccf.ca/wp-content/uploads/2021/05/ImmigrationAndCanadasPostpandemicEconomy-PPF-May2921-EN-1.pdf>
28. Few, A. L. (2007). Racialized Gender. *The Blackwell Encyclopedia of Sociology*.
29. Future Skills Centre (2021), Responsive Career Pathways, retrieved from: <https://fsc-ccf.ca/research/responsive-career-pathways/>
30. General Motors Canada (2022) GM Canada's \$2 Billion Transformational Investments Are Creating 2,600 New Jobs Now and Canada's First Electric Vehicle Production by the End of 2022, Canadian Corporate Newsroom. Retrieved from: [https://media.gm.ca/media/ca/en/gm/news/news\\_archive.detail.html/content/Pages/news/ca/en/2022/mar/0404\\_gm-canadas-2-billion-transformational-investments.html](https://media.gm.ca/media/ca/en/gm/news/news_archive.detail.html/content/Pages/news/ca/en/2022/mar/0404_gm-canadas-2-billion-transformational-investments.html)
31. Gill, G. (2022, 04 05). *Breaking the Chains of Tokenism in the Workplace*. Retrieved from LinkedIn: [https://www.linkedin.com/pulse/breaking-chains-tokenism-workplace-gobinder-gill?trk=articles\\_directory](https://www.linkedin.com/pulse/breaking-chains-tokenism-workplace-gobinder-gill?trk=articles_directory)
32. Government of Canada, (2020), Employment Equity in the Public Service of Canada for Fiscal Year 2018 to 2019, Treasury Board of Canada Secretariat, Retrieved from: <https://www.canada.ca/en/government/publicservice/wellness-inclusion-diversity-public-service/diversity-inclusion-public-service/employment-equity-annual-reports/employment-equity-public-service-canada-2018-2019.html>
33. Hawranik, M. (2020, November). *The Importance of Intersectionality*. Retrieved from Canadian Equality Consulting: <https://canadianequality.ca/the-urgency-of-intersectionality/>
34. Hon. Jean Augustine, (2015), Employment Match Rates in the Regulated Professions: Trends and Policy Implications. Office of the Fairness Commissioner, Toronto, Ontario. Retrieved from: <https://www.utpjournals.press/doi/pdf/10.3138/cpp.2014-085>
35. Hou, F. and Picot, G. (2022), Immigrant labour market outcomes during recessions: Comparing the early 1990s, late 2000s and COVID-19 recessions, Statistics Canada, Catalogue no. 36-28-0001 Vol. 2, no.2, Retrieved from: [https://www150.statcan.gc.ca/n1/en/pub/36-28-0001/2022002/article/00003-eng.pdf?st=9Vgy\\_Hog](https://www150.statcan.gc.ca/n1/en/pub/36-28-0001/2022002/article/00003-eng.pdf?st=9Vgy_Hog)
36. Immigrant Income 2021: <https://www150.statcan.gc.ca/t1/tbl1/en/cv.action?pid=9810043901>
37. Indigenous Corporate Training Inc. (2016, 07 20). *Working Effectively with Indigenous Peoples® Indigenous Peoples Terminology: Guidelines for Usage*. Retrieved from Indigenous Corporate Training Inc: <https://www.ictinc.ca/blog/indigenous-peoples-terminology-guidelines-for-usage>



38. Indigenous Income 2021: <https://www150.statcan.gc.ca/t1/tbl1/en/cv.action?pid=9810042701>
39. Indigenous: Statistics Canada, (2018 b), The 2016 Census of Population, Statistics Canada Catalogue no. 98-400-X2016176. Retrieved from: [Aboriginal Identity \(9\), Labour Force Status \(8\), Income Statistics \(17\), Registered or Treaty Indian Status \(3\), age \(9\), Sex \(3\) for the Population Aged 15 Years and Over in Private Households of Canada, Provinces and Territories, Census Metropolitan Areas and Census Agglomerations, 2016 Census - 25% Sample Data \(statcan.gc.ca\)](#)
40. Islam, T. (2021). Workplace diversity in a Canadian context: Evaluating moderators to improve organizational performance. [Unpublished honours thesis]. The University of Calgary. <http://hdl.handle.net/1880/113400>
41. Johnson, I. (2022, 12 09). *2023 Trends: The Future Of Diversity, Equity, Inclusion, And Belonging*. Retrieved from HR.com: [https://www.hr.com/en/magazines/all\\_articles/2023-trends-the-future-of-diversity-equity-inclusi\\_lbgeohoe.html](https://www.hr.com/en/magazines/all_articles/2023-trends-the-future-of-diversity-equity-inclusi_lbgeohoe.html)
42. Lakeridge Health, (2021), Annual Report 2021/2022: Living Our Values, Living, Retrieved from: [https://www.lakeridgehealth.on.ca/en/aboutus/resources/Annual-Report/LH\\_Annual-Report-2021-2022-Final.pdf](https://www.lakeridgehealth.on.ca/en/aboutus/resources/Annual-Report/LH_Annual-Report-2021-2022-Final.pdf)
43. Langston, A., Scoggins, J., and Walsh, M. (2020) Race and the Work of the Future: Advancing Workforce Equity in the United States, Policy Link and USC Equity Research Institute, Retrieved from: <https://www.policylink.org/research/race-and-the-work-of-the-future>
44. Lewchuk, W, et al, (2013), It's More than Poverty, Employment Precarity and Household Well-being, Poverty and Employment Precarity in Southern Ontario (PEPSO), Retrieved from: [https://socialsciences.mcmaster.ca/pepso/documents/2013\\_itsmorethanpoverty\\_report.pdf](https://socialsciences.mcmaster.ca/pepso/documents/2013_itsmorethanpoverty_report.pdf)
45. MacDougall, A. Valley, J. and Jeffrey, J. (2021) Diversity Disclosure Practices, Osler, Hoskin & Harcourt LLP, Retrieved from: <https://www.osler.com/osler/media/Osler/reports/corporate-governance/Osler-Diversity-Disclosure-Practices-report-2021.pdf>
46. Maude, L. Verret, L. and Richards, E. (2021), Diversity Among Board Directors and Officers: Exploratory Estimates on Family, Work and Income, Statistics Canada, Retrieved from: <https://www150.statcan.gc.ca/n1/pub/11f0019m/11f0019m2021005-eng.htm>
47. Milan, A., and Gagnon, G. (2020), Occupations of South Asian, Chinese and Black women: Prevalence and age composition, Statistics Canada, Catalogue no. 75-004-M – 2020002, Retrieved from: <https://www150.statcan.gc.ca/n1/pub/75-004-m/75-004-m2020002-eng.pdf>
48. Morris, S. Fawcett, G. Brisebois, L. and Hughes, J. (2018), A demographic, employment and income profile of Canadians with disabilities aged 15 years and over, 2017, Statistics Canada, Retrieved from <https://www150.statcan.gc.ca/n1/pub/89-654-x/89-654-x2018002-eng.htm>
49. Moyser, Melissa (2017) Aboriginal People Living Off-Reserve and the Labour Market: Estimates from the Labour Force Survey, 2007-2015. Statistics Canada, Retrieved from: <https://www150.statcan.gc.ca/n1/pub/71-588-x/71-588-x2017001-eng.pdf>
50. Nardon, I., Hari, a., Zhang, H., Hoselton, I., and Kuzhabekova, A. (), Skilled immigrant women's career trajectories during the COVID-19 pandemic in Canada, Carleton University, Ottawa, Canada, retrieved from: [https://pdfs.semanticscholar.org/af4c/a56f98959f332606fbb1f58c672cd7004c6f.pdf?\\_ga=2.49520096.799792129.1663862464-2021058568.1663862464](https://pdfs.semanticscholar.org/af4c/a56f98959f332606fbb1f58c672cd7004c6f.pdf?_ga=2.49520096.799792129.1663862464-2021058568.1663862464)
51. Ng, E. and Gagnon, S. (2020) Employment Gaps and Underemployment for Racialized Groups and Immigrants in Canada, Public Policy Forum & Future Skills Centre, Retrieved from:

- <https://ppforum.ca/publications/underemployment-for-racialized-groups-and-immigrants-in-canada/>
52. Office of the Auditor General of Ontario. (2016). Annual Report 2016, Volume 1 of 2. Office of the Auditor General of Ontario. Retrieved from: [https://www.auditor.on.ca/en/content/annualreports/arreports/en16/2016AR\\_v1\\_en\\_web.pdf](https://www.auditor.on.ca/en/content/annualreports/arreports/en16/2016AR_v1_en_web.pdf)
  53. Office of the Auditor General. (2018). Annual Report 2018, Volume 1 of 2. Office of the Auditor General of Ontario. Retrieved from: [https://www.auditor.on.ca/en/content/annualreports/arreports/en18/2018AR\\_v1\\_en\\_web.pdf](https://www.auditor.on.ca/en/content/annualreports/arreports/en18/2018AR_v1_en_web.pdf)
  54. Ontario Government, (2020), Annual Progress Report: Ontario's Anti-Racism Strategic Plan, Ministry of the Solicitor General, Retrieved from: <https://www.ontario.ca/page/annual-progress-report-2020-ontarios-anti-racism-strategic-plan>
  55. Pakula, B. and Fowler, H. (2021), Barriers to employment and training for underrepresented groups, The Social Research and Demonstration Corporation, Retrieved from, [training-barriers-for-underrepresented-groups-final-report.pdf](https://www.srdc.org/training-barriers-for-underrepresented-groups-final-report.pdf) (srdc.org).
  56. Parkin, Andrew (2021), Widening inequality: Effects of the pandemic on jobs and income, the Environics Institute for Survey Research and the Future Skills Centre, retrieved from [Widening Inequality: Effects of the Pandemic on Jobs and Income](https://www.environicsinstitute.org/widening-inequality-effects-of-the-pandemic-on-jobs-and-income) (environicsinstitute.org)
  57. Pasolli, K. & Cumming, S. (2021). The Role of Employers in Responsive Career Pathways. Blueprint & Future Skills Centre. Retrieved from: <https://fsc-ccf.ca/wp-content/uploads/2021/11/FSC-RCP-RoleofEmpl-EN.pdf>
  58. Qiu, T., Schellenberg, G. (2022), The weekly earnings of Canadian-born individuals in designated visible minority and White categories in the mid-2010s, Statistics Canada, Catalogue no. 36-28-000, Vol. 2, no., Retrieved from: <https://www150.statcan.gc.ca/n1/en/pub/36-28-0001/2022001/article/00004-eng.pdf?st=OF4WtIZT>
  59. Regional Municipality of Durham, (2020), Durham Profile Region Technical Report: Demographic & Socio-Economic Data, Retrieved from: [https://www.durham.ca/en/living-here/resources/Documents/DRP-Technical-Report-Appendix\\_FINAL.pdf](https://www.durham.ca/en/living-here/resources/Documents/DRP-Technical-Report-Appendix_FINAL.pdf)
  60. Rudenko, Marina, (2012). Canadian Experience' and Other Barriers to Immigrants' Labour Market Integration: Qualitative Evidence of Newcomers from the Former Soviet Union. Theses and dissertations. Retrieved from: [file:///C:/Users/Research3/Downloads/Rudenko\\_Marina.pdf](file:///C:/Users/Research3/Downloads/Rudenko_Marina.pdf)
  61. Shahjahan, A., Henry, C., Bukhari, A., Koukoulas, S. and, Adnan, S. (2022). A Year in Transition: Ontario's Employment Services Transformation. First Work. Retrieved from: <https://firstwork.org/wp-content/uploads/2022/05/First-Work-Report-A-Year-in-Transition-Ontarios-Employment-Services-Transformation.pdf>
  62. Sharma, P. (2023, 01 11). *10 Best Diversity and Inclusion Trends in 2023*. Retrieved from Vantage Circle: <https://blog.vantagecircle.com/diversity-and-inclusion-trends/>
  63. Statistics Canada, (2015), [Table 13-10-0362-01 Employment income for adults with and without disabilities](https://www150.statcan.gc.ca/n1/pub/26-010-x/2015001/article/00000-eng.htm)
  64. Statistics Canada, (2017), The 2016 Census of Population, Statistics Canada Catalogue no. 98-400-X2016287. Retrieved from: [Labour Force Status \(8\), Highest Certificate, Diploma or Degree \(15\), Aboriginal Identity \(9\), Age \(13A\) and Sex \(3\) for the population Aged 15 Years and Over in Private Households of Canada, Provinces and Territories, Census Metropolitan Areas and Census Agglomerations, 2016 Census - 25% Sample Data](https://www150.statcan.gc.ca/n1/pub/98-400-x2016287/article/00000-eng.htm) (statcan.gc.ca)

65. Statistics Canada, (2017a), The 2016 Census of Population, Statistics Canada Catalogue no. 98-400-X2016273. Retrieved from: Immigrant Status and Period of Immigration (10), Employment Income Statistics (7), STEM and BHASE (non-STEM) Groupings, Major Field of Study - Classification of Instructional Programs (CIP) 2016 (36), Highest Certificate, Diploma or Degree (9), Work Activity During the Reference Year (3), Age (10) and Sex (3) for the Population Aged 15 Years and Over in Private Households of Canada, Provinces and Territories and Census Metropolitan Areas, 2016 Census - 25% Sample Data (statcan.gc.ca).
66. Statistics Canada, (2018 a), The 2016 Census of Population, Statistics Canada Catalogue no. 98-400-X2016192. Retrieved from: 2016 Census Data tables – Visible Minority (15), Age (15A), Sex (3) and Selected Demographic, Cultural, Labour Force, Educational and Income Characteristics (900) for the Population in Private Households of Canada, Provinces and Territories, Census Metropolitan Areas and Census Agglomerations, 2016 Census - 25% Sample Data (statcan.gc.ca)
67. Statistics Canada, (2018), The 2016 Census of Population, Statistics Canada Catalogue no. 98-400-X2016288. Retrieved from: Labour Force Status (8), Mobility Status - Place of Residence 5 Years Ago (9), Highest Certificate, Diploma or Degree (7), Occupation - National Occupational Classification (NOC) 2016 (13A), Occupation - National Occupational Classification (NOC) 2016 - Skill-level Category (8A), Age (9) and Sex (3) for the Population Aged 15 Years and Over in Private Households of Canada, Provinces and Territories, Census Metropolitan Areas and Census Agglomerations, 2016 Census - 25% Sample Data (statcan.gc.ca)
68. Statistics Canada, (2021), A statistical portrait of Canada's diverse LGBTQ2+ communities, The Daily, Tuesday, June 15, 2021, Retrieved from: <https://www150.statcan.gc.ca/n1/daily-quotidien/210615/dq210615a-eng.htm>
69. Statistics Canada, (2022), Immigration as a source of labour supply, The Daily, Wednesday, June 22, 2022, Retrieved from: <https://www150.statcan.gc.ca/n1/daily-quotidien/220622/dq220622c-eng.htm>
70. Statistics Canada, (2022), Research to Insights: Immigration as a Source of Labour Supply, Catalogue no. 11-631-X, Retrieved from: <https://www150.statcan.gc.ca/n1/en/pub/11-631-x/11-631-x2022003-eng.pdf?st=skGXaYKo>
71. Statistics Canada, (July 2021), Study: Parents' use of child care services and differences in use by mothers' employment status, The Daily, Thursday, July 22, 2021, Retrieved from: <https://www150.statcan.gc.ca/n1/en/daily-quotidien/210722/dq210722b-eng.pdf?st=0yMusBFB>
72. Statistics Canada. (2019), Workplace accommodations for employed persons with disabilities aged 25 to 64 years, by sex, Table 13-10-0749-01, Retrieved from Workplace accommodations for employed persons with disabilities aged 25 to 64 years, by sex (statcan.gc.ca)
73. Statistics Canada. (2022e). Table 98-10-0307-01 Immigrant status and period of immigration by place of birth: Canada, provinces and territories, census divisions and census subdivisions
74. Statistics Canada. (2022f). Table 98-10-0266-01 Indigenous identity by Registered or Treaty Indian status: Canada, provinces and territories, census divisions and census subdivisions
75. Statistics Canada. 2017. Durham, RM [Census division], Ontario and Canada [Country] (table). Census Profile. 2016 Census. Statistics Canada Catalogue no. 98-316-X2016001. Ottawa. Released November 29, 2017. Retrieved from: <https://www12.statcan.gc.ca/census-recensement/2016/dp-pd/prof/index.cfm?Lang=E>
76. Statistics Canada. 2022. (table). *Census Profile*. 2021 Census of Population. Statistics Canada Catalogue no. 98-316-X2021001. Ottawa. Released October 26, 2022. Retrieved from:

<https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&GENDERlist=1,2,3&STATISTIClist=1&HEADERlist=0&DGUIDlist=2021A00033518&SearchText=Durham>

77. The Survey on Employment and Skills (2020), Widening inequality: Effects of the pandemic on jobs and income, Future Skills Centre, Retrieved from: [Widening-inequality.pdf \(ryerson.ca\)](#).
78. Tompa, E., Samosh, D., Boucher, D., (2020), Skills Gaps, Underemployment, and Equity of Labour-Market Opportunities for Persons with Disabilities in Canada, Future Skills Centre, Retrieved from: [SkillsGap-Disabilities-PPF-JAN2020-Feb6.pdf \(ppforum.ca\)](#).
79. *Unemployment rate, participation rate and employment rate by sex, annual*. (2023, 01 06). Retrieved from Statistics Canada:  
<https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410032702>
80. Visible Minorities Income 2021:  
<https://www150.statcan.gc.ca/t1/tbl1/en/cv.action?pid=9810043901>
81. *Visible minority of person*. (2021, 08 24). Retrieved from Statistics Canada:  
<https://www23.statcan.gc.ca/imdb/p3Var.pl?Function=DECI&Id=257515>
82. Waite, S. (2022). Should I Stay or Should I Go? Employment Discrimination and Workplace Harassment against Transgender and Other Minority Employees in Canada's Federal Public Service. *Journal of Homosexuality*, 1833-1859.
83. World Education Services, (2019), Who Is Succeeding in the Canadian Labour Market? Predictors of Career Success for Skilled Immigrants, Retrieved from: [https://knowledge.wes.org/rs/317-CTM-316/images/wes-paper-employment\\_outcome-full-vFINAL.pdf](https://knowledge.wes.org/rs/317-CTM-316/images/wes-paper-employment_outcome-full-vFINAL.pdf)
84. World Education Services, (2019a), Beyond Academic Credentials - Toward Competency-Informed Hiring. Retrieved from: <https://files.eric.ed.gov/fulltext/ED613797.pdf>
85. Zhong, M. and Shetty, T.(2021), Diversity, Equity and Inclusion in Responsive Career Pathways, Blueprint & Future Skills Centre, Retrieved from: <https://fsc-ccf.ca/wp-content/uploads/2021/11/FSC-RCP-DEI-EN.pdf>
86. Zou, C. Borova, B. Opasina, O. Parkin, A. (2022), The Experiences of Discrimination at Work, the Future Skills Centre & the Diversity Institute at Toronto Metropolitan University, Retrieved from: [https://fsc-ccf.ca/wp-content/uploads/2022/06/Experiences\\_of\\_Discrimination\\_at\\_Work.pdf](https://fsc-ccf.ca/wp-content/uploads/2022/06/Experiences_of_Discrimination_at_Work.pdf)

