



# Diversity and Inclusion Initiatives at Statistics Canada

Presented by Pauline Tuitoek and Mireille Vézina, Statistics Canada  
to the NextGen EDI Symposium 2022



April 8, 2022

# Overview

- Centre for Gender, Diversity and Inclusion Statistics and its Hub
- Statistics Canada's Disaggregated Data Action Plan (DDAP)
  - Guiding principles and disaggregation priorities
  - DDAP's 5 elements
- Conceptual framework of social inclusion
  - Working definition
  - Indicators by pillar
  - Selection of indicators, principles and criteria
  - Challenges associated with defining and measuring inclusion
  - Dissemination plans and next steps

# Centre for Gender, Diversity and Inclusion Statistics

Statistics Canada's Centre of Expertise on gender, diversity and inclusion,  
and GBA Plus

Key supporter in the implementation of the Disaggregated Data Action Plan

## Reporting to Canadians

Our main dissemination vehicle is the Gender, Diversity and Inclusion Statistics Hub as well as the newly developed Sex, Gender and Sexual Orientation Hub

## Generating new information

- Recently updated national statistical standard to measure gender, currently developing a standard to measure sexual orientation
- Routinely disseminate analytic products and insights relevant to gender, diversity and inclusion in Canada

## Building capacity

Present at relevant conferences, learning-day events  
Provide training to other government departments and internally across Statistics Canada  
Aid in the development of GBA Plus courses hosted by the Canada School of Public Service

# Gender, Diversity and Inclusion Statistics Hub



The screenshot shows the website's header with the logo and title. Below is a sidebar with 'Find data on' categories: Accessibility statistics, Dimensions of Poverty Hub, Immigration and ethnocultural diversity statistics, Languages statistics, Older adults and population aging statistics, Rural Canada statistics, Sex, gender and sexual orientation statistics, and Statistics on Indigenous peoples. The main content area features a 'Disaggregated Data Action Plan' section with a text paragraph and two bullet points, and a 'Focus on COVID-19' section with a list of population groups: Children and youth, Gender and sexual orientation, Immigrants, Indigenous peoples, Persons with a disability, Seniors, and Visible minorities.

- The first iteration of the Hub was launched in 2018
- An updated version was released in December 2021, and includes:
  - More information on diverse population groups in Canada
  - A link to the new Sex, Gender and Sexual Orientation hub
  - Links to other relevant StatCan hubs and data portals
  - A designated space for information and releases related to StatCan's Disaggregated Data Action Plan

# Statistics Canada's Disaggregated Data Action Plan



- Big-picture (aggregate) trends and analyses are useful, as are specific (disaggregated) data and analyses on particular groups—their lived experiences, strengths and challenges
- Budget 2021 allocated significant funding to StatCan to implement a Disaggregated Data Action Plan (DDAP)
- Generally speaking, the DDAP will:
  - Lead to more representative data collection methods
  - Enhance statistics on diverse populations to allow for intersectional analyses
  - Support government and societal efforts to address known inequities as well as promote fairness and inclusion in decision making



# Disaggregated Data Action Plan

**Achieving a more equitable Canada by collecting, analyzing and disseminating disaggregated data and intersectional analyses to improve insights and support decision-making**

## **Guiding principles**

- Statistics Canada's **approved standards** should be used for disaggregation across all programs
- Data should be available at the **lowest level of geography** possible
- Data and analyses should be disaggregated at the **lowest level of population detail** possible, where relevant, while respecting quality and confidentiality
- **Intersectional analysis** should be prioritized over binary interactions with little context

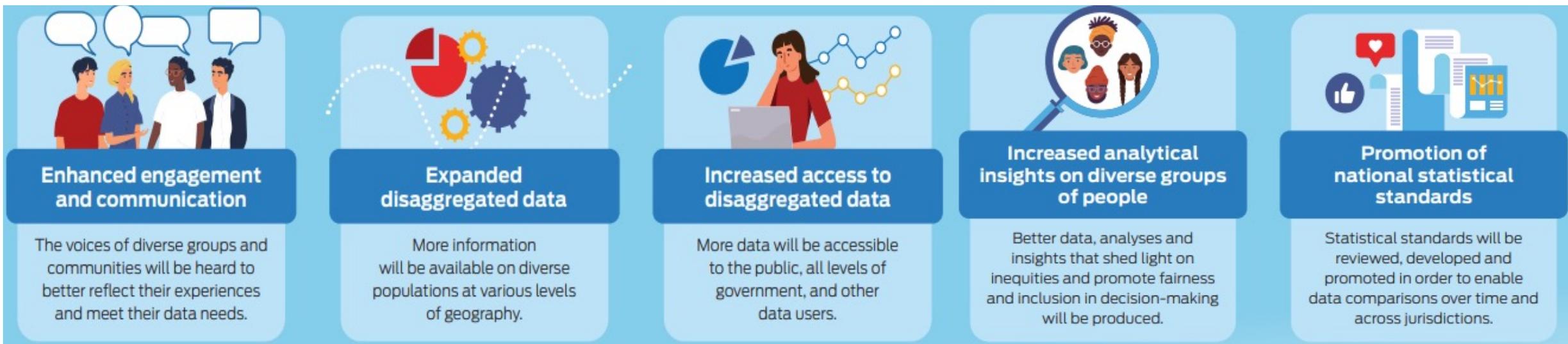
## **Essential disaggregation (including subcategories)**

- Indigenous peoples, racialized groups, gender, disability status

## **Additional disaggregation priorities (including subcategories)**

- Sexual orientation, official language, children and youth, seniors, immigrants, individuals in low-income situations, veterans

# Disaggregated Data Action Plan elements



- Social license and increased trust
- Indigenous communities
- Other diversity groups
- Governments and NGOs

- Population health
- Labour market
- Business conditions
- Social identity
- Not-for-profit boards
- Justice and safety
- Demographic projections
- New admin data

- Data Analytics as a Service
- Virtual Data Lab
- Enhanced web portal
- Research Data Centres
- Expanded CODR tables

- Social Insights
- Social longitudinal data
- Enhanced modelling
- Data visualization
- *What works* platform

- Promote the use of existing standards
- Review EE group standards
- Develop standards for equity-seeking groups
- Other stewardship roles

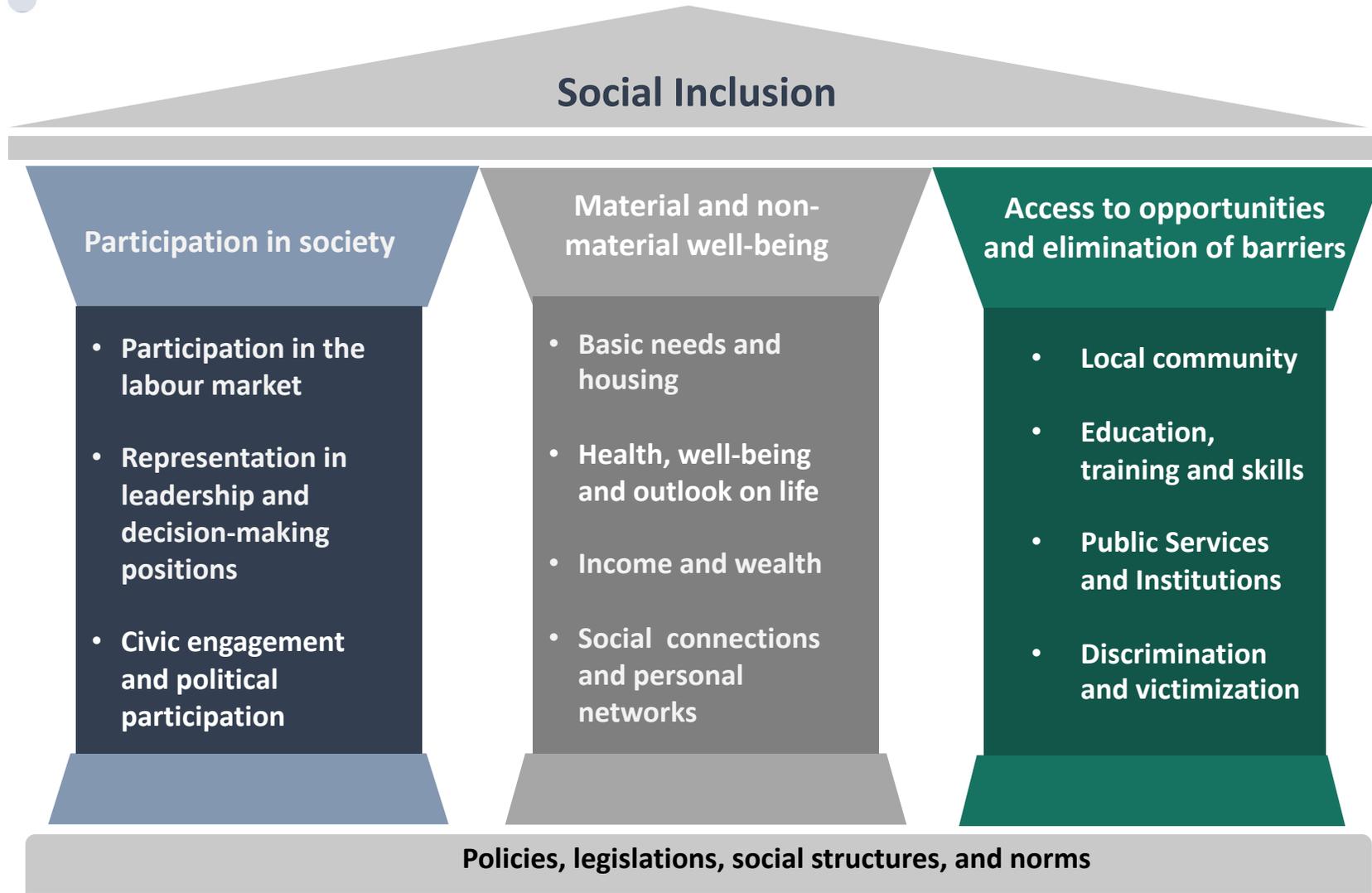
## Working definition of social inclusion...

*Inclusion is a process which ensures that members of the society have the ability to access, regardless of ethnocultural origin, the opportunities and resources necessary to participate, barrier-free, in the economic, social and political life of society*

- This definition—*an adaptation of the Commission of the European Communities' definition of social inclusion*—is broad and recognizes the multidimensional and complex nature of inclusion

# Conceptual framework: Dimensions of Social Inclusion

100



# Selection criteria the indicators of social inclusion

- **Availability:** Measure is readily available (e.g., data exists)
- **Relevance :**
  - **Literature review and review of selected inclusion and integration frameworks that propose compendium of indicators:** Australia, UK, Switzerland, OECD, European Union, etc.
  - **Consultations with external and internal experts**
- **Possibility of disaggregation by essential characteristics**
  - Designated visible minorities groups, gender, immigrant status, etc.
- **Reliability**
- **Interpretability:** Indicator is easily communicable to a various data users

*Source: adapted from Statistics Canada (2019). Guidelines for selecting indicators for individuals aged 15 to 30. Analytical Studies Branch. [internal document*

# Inclusion indicators measuring participation in economic, social and political realm

## Labour Market

- Labour force participation rate
- Employment rate
- Unemployment rate
- Population in full-time employment
- Population in self-employment
- Population in overqualification situation
- Youth not in employment, education or training (NEET)
- Average employment income
- Average weekly full-time wage
- Job quality (career prospects, employment benefits)
- Match between education and employment

## Representation in leadership and decision-making position

- Workers in management occupations
- Workers in senior management occupations
- Workers in specialized middle management occupations

## Civic engagement & political participation

- Voter turnout (voting in elections- three levels of government)
- Participation in civic organizations, associations or group (any and specific)
- Engagement in political activities

# Inclusion indicators measuring distribution of resources, health and well-being

## Basic needs and housing

- Population living in a dwelling owned by one member of the household
- Population living in core housing need household
- Suitable housing
- Affordable housing
- Population living in a food-secure household

## Health, well-being, and outlook on life

- Self-reported general health
- Self-reported mental health
- Perceived stress
- Life satisfaction
- Perception that life opportunities will improve in 5 years

## Income and wealth

- Average total household income, adjusted for the number of persons
- Population in poverty situation (low-income market-basket measure)
- Population in low income situation (before/after tax)
- Economic hardship (meeting household financial needs)

## Social connections and personal networks

- Population living alone
- Median and average size of local personal network (close relatives and friends)
- Size in numbers of other friends or acquaintances (None, 1 to 19, 20+)
- Ethnically diverse networks
- General trust (in other people)
- Sense of belonging to local community; town or city; province; Canada.



# Inclusion indicators measuring opportunities, confidence and access to institutions, discrimination and victimization

Education, training and skills	Local community	Public services and institutions	Discrimination and victimization
<ul style="list-style-type: none"><li>• Highest educational credential attained (no certificate or diploma; high-school or equivalent; post-secondary certificate or diploma below bachelor's; bachelor's degree or above)</li><li>• Knowledge of official languages</li><li>• On-the-job training</li></ul>	<ul style="list-style-type: none"><li>• Satisfaction with feeling part of community</li><li>• Satisfaction with the neighbourhood</li><li>• Satisfaction with quality of local environment</li><li>• Feeling of safety in the neighbourhood</li></ul>	<ul style="list-style-type: none"><li>• Confidence in Federal Parliament</li><li>• Confidence in the Canadian media</li><li>• Confidence in police; justice system, courts</li><li>• Confidence in the school system</li><li>• Confidence in banks, major corporations; merchant and business people</li><li>• Having a regular health care provider</li><li>• Unmet health care needs</li><li>• Perceived need for mental health care</li></ul>	<ul style="list-style-type: none"><li>• 5 years before and since the beginning of COVID-19 pandemic :<ul style="list-style-type: none"><li>Self-reported experiences of discrimination</li><li>Reasons of discrimination based on ethno-cultural characteristics,</li><li>Specific situations of discrimination (at work or job-search; dealing with police; in a public space)</li></ul></li><li>• Police-reported hate crimes motivated by race or ethnicity; or by religion.</li></ul>

# Production and dissemination of the indicators

- Reference guide of selected Social Inclusion indicators
  - Themes, definitions, data sources and available years
- Data table series
  - From various data sources
  - Disaggregation by ethnocultural, sociodemographics variables and level of geography
- Data visualisation tool development
  - Includes : Themes, definitions and the statistics from the tables series
  - Customizable Graphs

# Next Steps

- Releasing on Statistics Canada web site through the **Gender, diversity and inclusion statistics hub our products** :
  - Reference guide
  - Releasing Data Tables series
    - Springs 2022
- Continuing the Data visualization development
  - Finalizing the filter integration based on the structure of each tables
  - Integration of the data
  - Verification, review and dissemination process

## Centre for Gender, Diversity and Inclusion Statistics



**THANK YOU!**

For more information,  
visit [www.statcan.gc.ca](http://www.statcan.gc.ca)

