

## Vital Topic

# Visible Minority WOMEN IN EDMONTON

EDMONTON COMMUNITY FOUNDATION



COMMUNITY FOUNDATIONS OF CANADA

VitalSigns.



Edmonton Vital Signs is an annual check-up conducted by Edmonton Community Foundation, in partnership with Edmonton Social Planning Council, to measure how the community is doing. This year we will also be focusing on individual issues, VITAL TOPICS, that are timely and important to Edmonton. Watch for these in each issue of Legacy in Action, and in the full issue of Vital Signs that will be released in October of this year.

Unless otherwise stated, "Edmonton" refers to Census Metropolitan Area and not solely the City of Edmonton.

## DEFINITIONS

### 'VISIBLE MINORITY'

Refers to persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour.

**RACIALIZED:** Racialized gender refers to the effects of race and gender processes on individuals, families, and communities. This concept recognizes that women do not experience race and gender similarly.

**AUDIBLE MINORITY:** An individual whose accent is different from the mainstream community. It usually is used to refer to accent discrimination, and is part of a multi-faceted and interconnected web of prejudice that includes race, gender, sexuality, and many other notions of identity, whether chosen or imposed.

ALMOST  
**4 IN 10**  
EDMONTONIANS  
ARE A VISIBLE  
MINORITY

## VISIBLE MINORITY WOMEN IN EDMONTON

In 2016, approximately 348,895 people reported belonging to a visible minority group in Edmonton. Just over half were women and girls.

The highest proportion of visible minorities include South Asian at 86,550 individuals, Chinese at 57,715 individuals and Black at 54,285 individuals.

## EDUCATION

Visible minority women (born in Canada) are more likely to have a post-secondary degree, AND (whether born in Canada or not) it is more likely to be in a non-traditional field.

MAJOR FIELD OF STUDY	NOT A VISIBLE MINORITY	VISIBLE MINORITY
	WOMEN	WOMEN
Physical and life sciences and technologies	2.9%	5.7%
Mathematics, computer and information sciences	2.5%	4.8%
Architecture, engineering, and related technologies	3.0%	5.5%

**47.7%** of Canadian-born visible minority women of core working age had a university degree.

**25.8%** of same-aged women who were not a visible minority had a university degree.

DESPITE VISIBLE MINORITY WOMEN BEING MORE LIKELY TO HAVE POST-SECONDARY EDUCATION, THEY ARE MORE LIKELY TO BE EMPLOYED IN LOWER-INCOME JOBS.

## did you know?

According to Statistics Canada, generation status indicates how many generations a person and their family have been in Canada.

- **FIRST GENERATION:** Persons born outside Canada.
- **SECOND GENERATION:** Persons born in Canada with at least one parent born outside Canada.
- **THIRD GENERATION OR MORE:** Persons born in Canada with both parents born in Canada

## EMPLOYMENT

### WAGE GAP

Visible minority women earn **70.1%** of what all men earn, and 84.4% of what visible minority men earn.

### DISCRIMINATION

Over 20% of visible minority women in Canada experienced some discrimination due to: ethnicity, race, skin colour, religion, or language. Half of those reported discrimination in their workplace or when applying for a job.

## TOP 3 INDUSTRIES OF EMPLOYMENT FOR IMMIGRANT WOMEN IN EDMONTON

HEALTH CARE AND SOCIAL ASSISTANCE



**25.4%**

RETAIL TRADE



**14.6%**

ACCOMMODATION AND FOOD SERVICES



**11.7%**

Higher prevalence of low income among visible minority women compared with women who are not a visible minority.

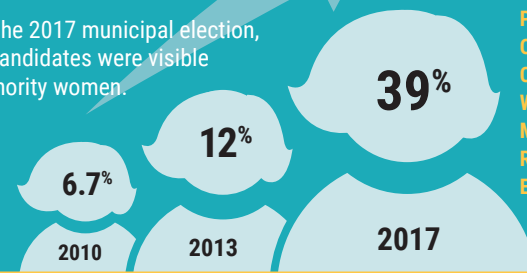
# VISIBLE MINORITY WOMEN IN LEADERSHIP

Across Canada, only 7% of municipal council seats are held by visible minorities, according to a study of the 50 largest cities.

**DESPITE MORE VISIBLE MINORITY WOMEN RUNNING IN EACH ELECTION, THERE ARE NO VISIBLE MINORITY WOMEN ON EDMONTON CITY COUNCIL.**

## WOMEN RUNNING FOR EDMONTON CITY COUNCIL

In the 2017 municipal election, 7 candidates were visible minority women.



PERCENTAGE OF WOMEN CANDIDATES WHO WERE VISIBLE MINORITY THAT RAN IN EACH ELECTION

## HEALTH

### HEALTH DATA GAP ON VISIBLE MINORITIES IN CANADA

- Visible minorities are often treated as a single category, ignoring differences by race, ethnic origin, and other characteristics.
- The data gap is larger among visible minority older adults.

#### The research tells us:

- most chronic conditions are lower among visible minority women than among the rest of the female population, but
- self-reported general health ratings tended to be lower among visible minority women aged 15 and over than among same-aged women who were not a visible minority.

Research is important for this group because of the *"healthy immigrant"* effect. Canada's immigration guidelines favour healthy individuals, meaning that newcomers tend to be healthier than Canadian-born individuals. This trend does not continue over time and health becomes a factor for older adult immigrants.

### ECF VITAL Work

INDO-CANADIAN WOMEN'S ASSOCIATION (ICWA) received \$69,000 to support funding for an Executive Director through 2018-2021. This will ensure ICWA has a strong leader in place to grow its capacity and meet the needs of a growing and underserved group of people: immigrant women.

## HATE CRIMES & DISCRIMINATION

ALBERTA HUMAN RIGHTS COMMISSION



From April 2016 to March 2017 8% of the complaints by individuals in Alberta were due to their race/colour (204 of 2,657).

### RACIAL MINORITIES, WHETHER BORN IN CANADA OR NOT, EXPERIENCE:

- Lower incomes than non-visible minority immigrants, even after they have been in Canada for well over a decade.
- Housing discrimination. According to the Women's Economic Council, landlords frequently discriminate against immigrant women on the basis of their gender, national origin, race, the presence of children, and their employment and income status.

## SAFETY IN THE COMMUNITY

- Visible minorities report feeling less safe after dark.
- Visible minorities are **more likely** to report signs of social disorder in their community.
- Victimization rate is lower among visible minorities who report a strong sense of belonging to their community.

## VISIBLE MINORITY SENIORS

EDMONTON'S SENIORS ARE DIVERSE.

PEOPLE AGED

65 - 74

10%

ARE VISIBLE MINORITIES

PEOPLE AGED

75+

8%

ARE VISIBLE MINORITIES

VISIBLE MINORITY GRANDMOTHERS MORE LIKELY TO RESIDE WITH GRANDCHILDREN.

In 2011 the percentage of women (aged 45 and over) living with their grandchildren:

15.0%

OF VISIBLE MINORITY WOMEN

3.3%

OF NON-VISIBLE MINORITY WOMEN

## VISIBLE MINORITY POLICE OFFICERS

AROUND

8.4%

OF CANADIAN OFFICERS

14%

OF EDMONTON POLICE

## CONFIDENCE IN THE POLICE

The percentage of people who say they have confidence in the police:

58%

OF VISIBLE MINORITIES

68%

OF NON-VISIBLE MINORITIES



### did you know?

On February 1, 2017, Premier Rachel Notley proclaimed February as Black History Month, recognizing the contributions people of African and Caribbean descent have made to the province.

According to the 2011 census, Alberta has the third highest black population among Canadian provinces.