

# ARE WE APPLYING A DIVERSITY LENS TO MEASURING IMPACTS OF COVID 19?

JACK JEDWAB, PRESIDENT OF THE ASSOCIATION FOR CANADIAN STUDIES AND METROPOLIS CANADA, APRIL 30 , 2020

CHAIR SOCIAL IMPACTS NETWORK COVID 19 PLEASE VISIT

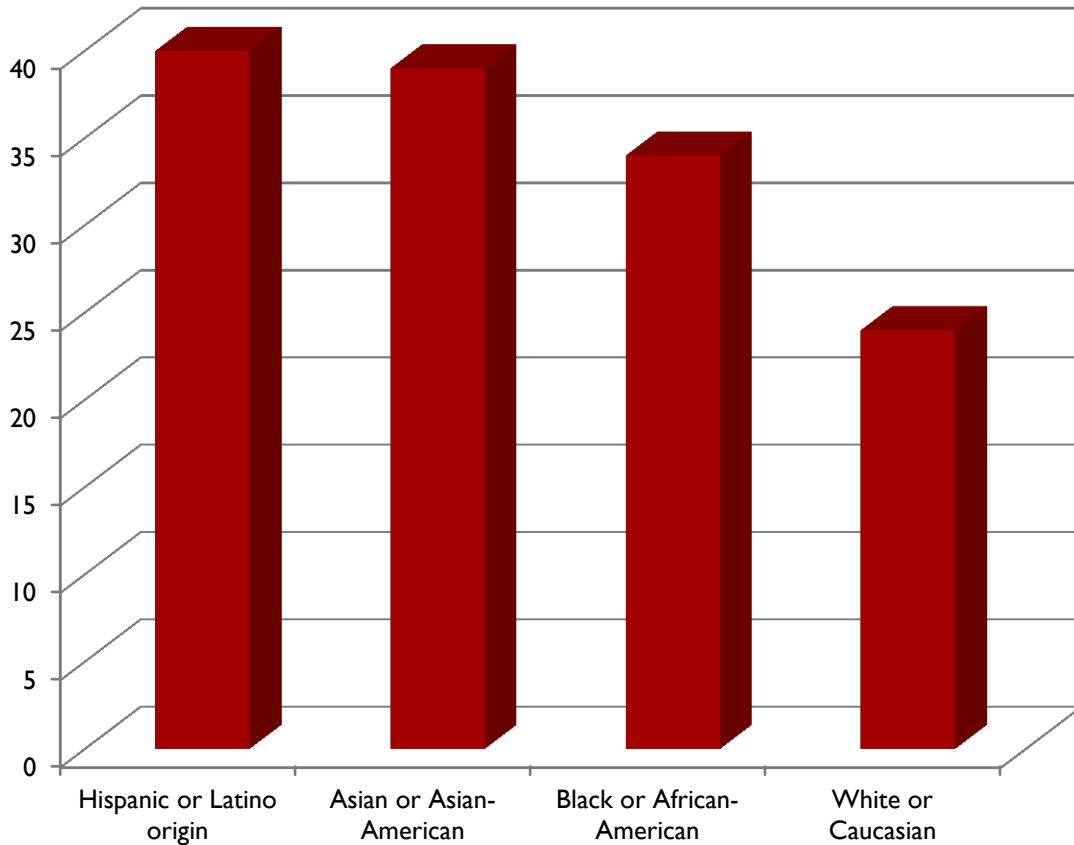
[HTTPS://ACS-AEC.CA/EN/COVID-19-SOCIAL-IMPACTS-NETWORK/](https://acs-aec.ca/en/covid-19-social-impacts-network/)

THE COVID-19 SOCIAL IMPACTS NETWORK IS A MULTIDISCIPLINARY GROUP OF SOME OF THE COUNTRY'S LEADING EXPERTS TO HELP IDENTIFY KEY ISSUES, INDICATORS AND SOCIO-DEMOGRAPHICS TO GENERATE EVIDENCE-BASED RESPONSES THAT ADDRESS THE SOCIAL AND ECONOMIC DIMENSIONS OF THE COVID-19 CRISIS IN CANADA.

# NEXT YEAR WE WILL BE CELEBRATING 50 YEARS OF CANADIAN MULTICULTURALISM: 1971-2021

- **Building an Diverse and Inclusive Public Service: Final Report of the Joint Union/Management Task Force on Diversity and Inclusion**
- The diversity and inclusion lens involves considering diversity and inclusion when making any decisions.
- Among the key actions in this area, the Task Force recommends that the government integrate analysis of all decisions, policies, programs and people management strategies to assess their impact on diversity and inclusion. The Task Force has developed and proposes a practical tool to help employees and managers across the public service undertake such analysis.
- **Recommendation 26: Applying the diversity and inclusion lens to staffing and people management policies, programs, services, practices and workplace assessments.**
- One fifth of Canada's people were born outside Canada, the highest foreign-born proportion of the population in the G7 countries (previously the G8).<sup>Footnote9</sup>
- Immigration accounts for two thirds of Canada's population growth, with the majority of immigrants being visible minorities.<sup>Footnote10</sup> Statistics Canada projects that:
  - by 2031 close to 1 in 3 Canadians (31.0%) will be members of a visible minority<sup>Footnote11</sup>
  - almost 1 in 2 (44.2% to 49.7%) will be either an immigrant or a child of an immigrant by 2036
- <https://www.canada.ca/en/treasury-board-secretariat/corporate/reports/building-diverse-inclusive-public-service-final-report-joint-union-management-task-force-diversity-inclusion.html>

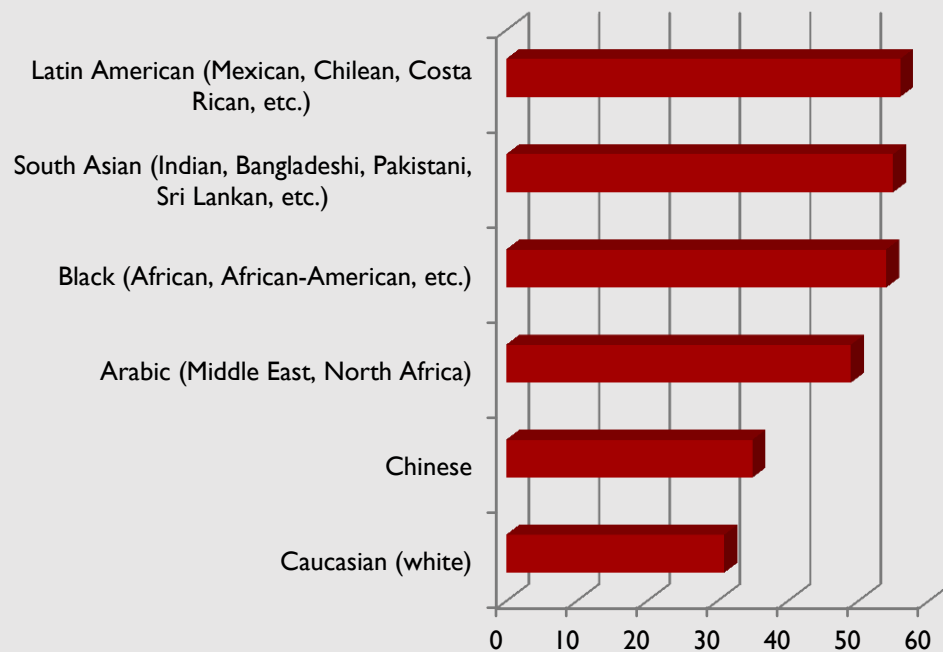
# GLOBAL SCORE ON ECONOMIC VULNERABILITY (USA, APRIL 19, 2020) BASED ON 4 INDICATORS AS LISTED IN THE TABLE TO THE RIGHT



At the moment, has the current crisis had a negative impact on you financially, when it comes to the following:	Hispanic or Latino origin	Asian or Asian-American	Black or African-American	White or Caucasian
Your capacity to meet your financial obligations (pay bills on time)	44.9%	48.0%	45.0%	25.7%
Decrease in your income -	56.1	62.0%	45.5%	44.2%
Your capacity to pay your mortgage or rent	36.4%	40.0%	35.9%	18.0%
Your capacity to assist other family members	52.8%	46.0%	45.0%	34.3%

# GLOBAL SCORE ON ECONOMIC VULNERABILITY IN CANADA

## Economic Vulnerability Score Canada - Covid 19



	<b>Global Economic Vulnerability Score</b>
Negative impact-Canada	
Caucasian (white)	<b>31</b>
Chinese	<b>35</b>
Arabic (Middle East, North Africa)	<b>49</b>
Black (African, African-American, etc.)	<b>54</b>
South Asian (Indian, Bangladeshi, Pakistani, Sri Lankan, etc.)	<b>55</b>
Latin American (Mexican, Chilean, Costa Rican, etc.)	<b>56</b>

# IMPORTANT GAPS IN PERCEPTION IN CANADA AND THE USA BETWEEN WHITE/NVM AND SELECTED VIZMIN

	PERCEIVED NEGATIVE IMPACT OF COVID 19	
	Canada	USA
<b>Global Economic Vulnerability Score</b>		
Caucasian (white).Not a visible minority	<b>31</b>	31
Chinese. (Asian American in US )	<b>35</b>	49
Black (African, African- American, etc.)	<b>54</b>	43
Latin American (Mexican, Chilean, Costa Rican, etc.)	<b>56</b>	48

# VM WOMEN MORE AFFECTED BY DECLINE IN INCOME AND VM MORE CHALLENGED IN MEETING FINANCIAL OBLIGATIONS

At the moment, is the current crisis having a direct impact on you financially, when it comes to ... (% Responding 'Yes')	Not a Visible Minority			Visible Minority			GAP		
	Total	M	F	Total	M	F	Total	M	F
Decrease in your income	39%	36%	42%	57%	53%	64%	18%	17%	22%
Your capacity to meet your financial obligations (pay bills on time)	19%	19%	19%	36%	40%	30%	17%	21%	12%
Your capacity to pay your mortgage or rent	14%	16%	13%	33%	34%	31%	19%	18%	18%
Your retirement savings or other investments	53%	57%	50%	52%	54%	49%	-1%	-3%	0%
Your capacity to assist other family members financially	33%	33%	33%	41%	38%	46%	8%	5%	13%

# RE-ENGAGING WITH PUBLIC LIFE INDEX: 12 INDICATORS

Once the government lifts the protective measures put in place to fight COVID-19, which of the following would you be comfortable doing...

1. Dining in restaurants
2. Going back to your workplace/office
3. Going to bars, lounges, night clubs, pubs
4. Shopping at the mall
5. Going to farmers' markets
6. Going to the gym or other fitness facilities
7. Going to schools and daycares
8. Using public transit (buses, subways, tramways, etc.)
9. Allowing in-home renovations
10. Attending large gatherings such as sporting events, concerts, or festivals
11. Travelling to the United States
12. Flying on an airplane

*Percentile Scale (12-items):*

1 = 0 to 33% (low comfort level)

2 = 33-67% (moderate comfort)

3 = 67-100% (high comfort level)

## Identity Markers

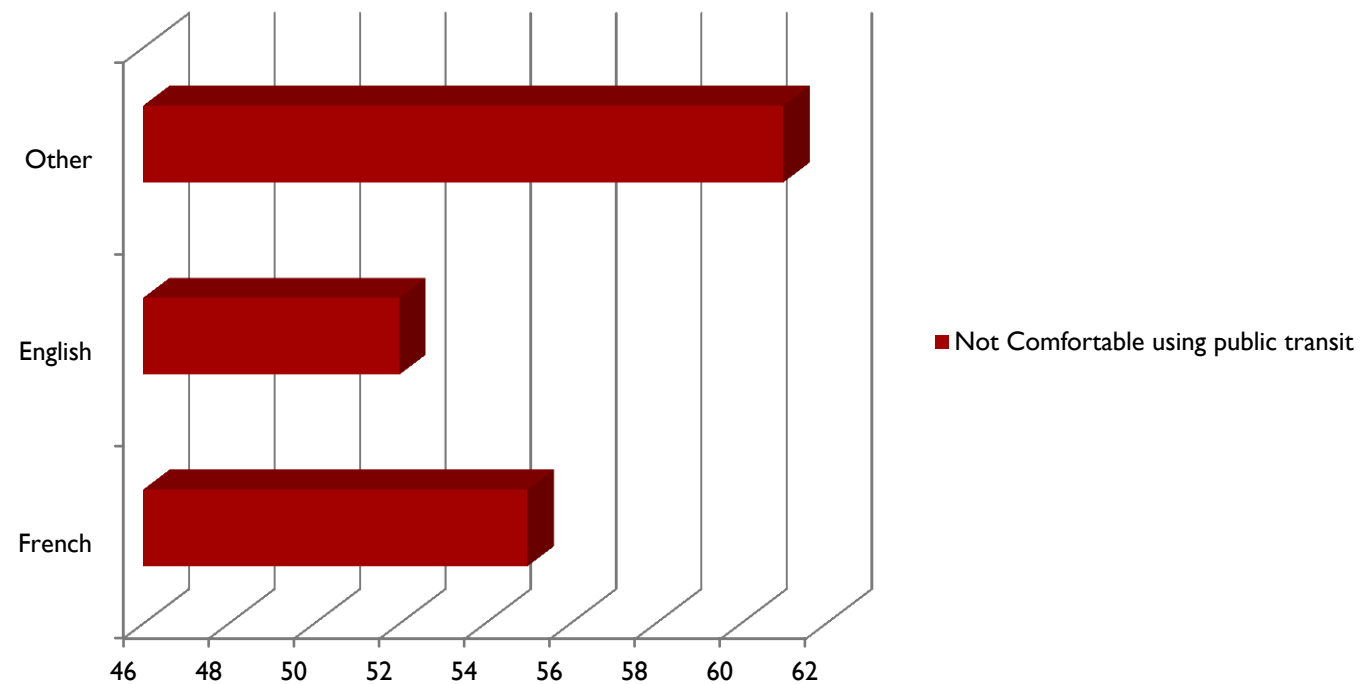
	n	Re-engagement in Public Life (REPL) Index		
		1	2	3
<b>1 = Low Comfort Level (Staying At Home);</b> <b>2 = Moderate Comfort Level (In-Betweeners),</b> <b>3 = High Comfort Level (Time to Get Out There!)</b>				
<b>Sex</b>				
Male	687	40%	32%	<b>29%</b>
Female	725	<b>46%</b>	34%	21%
<b>Age group</b>				
18-24	166	34%	<b>41%</b>	25%
25-34	229	40%	37%	23%
35-44	231	45%	25%	<b>31%</b>
45-54	263	41%	32%	27%
55-64	238	40%	34%	26%
65 and over	286	<b>52%</b>	30%	17%
<b>Ethnicity</b>				
Visible Minority	227	<b>49%</b>	30%	21%
non-Visible Minority	1175	42%	33%	<b>25%</b>
<b>Language</b>				
English	892	42%	33%	<b>25%</b>
French	297	41%	<b>36%</b>	24%
Other	70	50%	29%	21%
Multiple	153	<b>51%</b>	25%	24%
<b>Immigrant Status</b>				
Canadian-born	1172	41%	<b>34%</b>	<b>25%</b>
Immigrant	237	<b>54%</b>	24%	22%
<b>TOTAL</b>	1413	43%	33%	25%

VizMin/Allophones/Immigrants exhibit higher levels of discomfort in public re-engagement/de-confinement



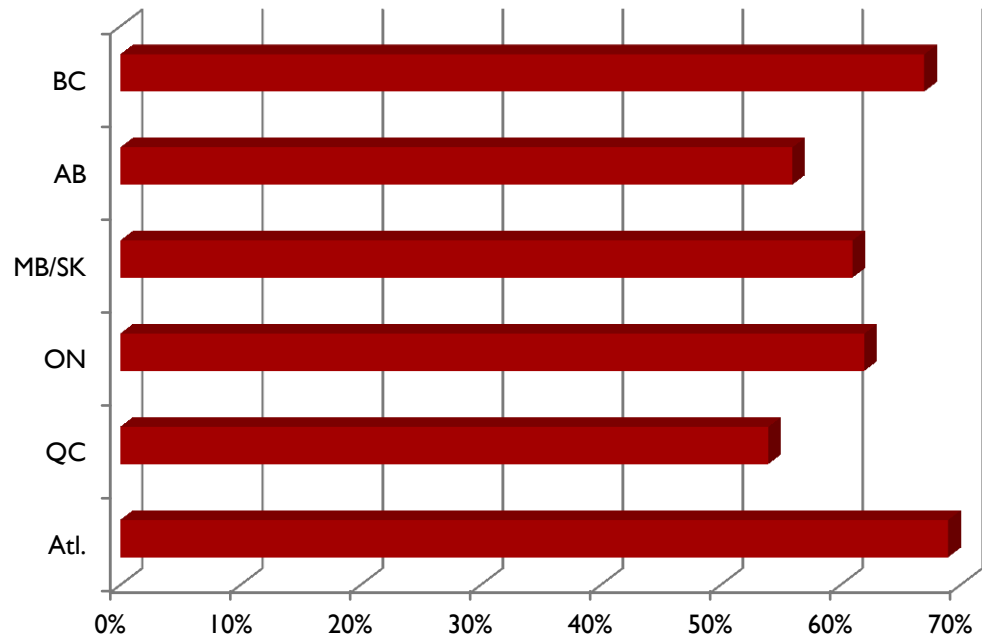
# ALLOPHONES LEAST LIKELY TO FEEL COMFORTABLE USING PUBLIC TRANSIT

**Not Comfortable using public transit**



# DESPITE VERY FEW IMMIGRANTS COMING TO CANADA THE DEGREE OF TRUST IN IMMIGRANTS DECLINED

**Total Trust of Immigrants**



■ Total Trust of Immigrants

Immigrants	November 2019	April 2020
Trust a lot	9	8
Trust Somewhat	57	52