Measuring Multiple and Intersecting Identities Part 1:

Exploring generation status in the inclusion framework

METROPOLIS CONFERENCE

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What is the CIMI ?

Canadian Index for Measuring Integration

▶ A uniquely Canadian resource for policymakers, researchers, settlement service provider organizations and local immigration partnerships

▶ Evaluates the extent to which relative parity is achieved between immigrants and the Canadian-born population across Canada

▶ Uses Statistics Canada datasets starting from 1991

▶ Provides rankings based on the gap in outcomes between immigrants and the Canadian-born population

▶ **The smaller the gap, the better the region performs relative to the rest of Canada**

PARITY LINE

Immigrant   Canadian-born

GAP IN OUTCOMES
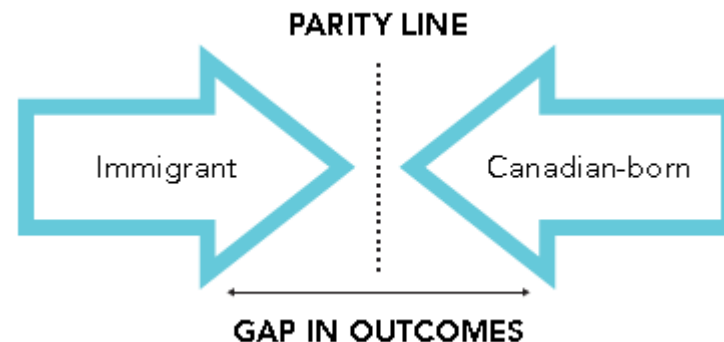
► Why expand the **CIMI** to **CIMI**?

• Immigrants are not a homogenous group and embody a considerable degree of diversity.

  ○ E.g.: visible minority immigrants are different from non-visible minority immigrants, second generation of immigrants are different from the first generation, etc.

• It is critical to disaggregate immigrant data by different identity markers to improve the understanding of newcomer needs and emerging trends, measuring immigrant outcomes.

• Upon exploring the feasibility of intersecting generation status, inter/intra-provincial migration, and official language minorities within immigrant groups, <u>these themes fall outside the CIMI's concept of integration.</u>

• However, <u>they can fit within a broader inclusion model</u> that examines more than just gaps between immigrants and non-immigrants, assessing diverse groups as they intersect with immigrant status and identity markers.

  ○ E.g., although generation status cannot measure integration within the current CIMI model, it can be applied to a more comprehensive inclusion framework.

Moving towards the CIMII (2020-2023)

Evolution from Integration to Inclusion

- Current CIMI definition of **integration**:

  - *Integration is a dynamic process that we envision as an interaction between immigrants and non-immigrants along a metaphoric "two-way street." Achieving integration requires that there be relative parity between immigrants and non-immigrants in several key areas (i.e., economic, social, civic and democratic participation, and health). Reducing disparities for societal participation and ensuring equitable access to services are also fundamental to achieving successful integration.*

- **Inclusion** on the other hand aims at a broader vision or wider set of identity markers that accounts for but is not limited to immigrants.

- **Inclusion** [...] is about creating a culture that strives for equity and embraces, respects, accepts and values difference (Source: https://ccdi.ca/our-story/diversity-defined/)

- **Inclusion** is a process that 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 (Statistics Canada).

How do we measure inclusion?

"Diversity is being invited to the party, inclusion is being asked to dance."

-Verna Myers, VP of Diversity and Inclusion at Netflix

▶ While diversity is relatively straightforward to measure, "inclusion" is less tangible and often described in qualitative and/or subjective terms.

▶ At the root of this problem is that *inclusion is invisible to those who enjoy it* (inclusion reflects the absence of negative incidents that make one feel excluded).

▶ ANALOGY related to healthcare (HEALTH): we tend not to think about our health until we have an illness or injury. Doctors often ask us to rate on a scale of 1 to 10: "how much does it hurt?"

▶ In the context of the work environment (ECONOMIC), inclusion has been defined as "being able to bring your *whole self* to work." But how do you measure this? Qualitative data may be the key (i.e., in-depth interviews with migrant workers) or new sources of quantitative data (i.e., tailored surveys for employees).

▶ As it relates to the community and society (SOCIAL), we might think of measuring inclusion as the absence of racism/discrimination or victimization.

▶ Civic inclusion (CIVIC & DEMOCRATIC PARTICIPATION) stresses the connection that migrants feel with their community and which is created by their local involvement with the community and tis organizations. As for political inclusion, many civic inclusion issues are the result of an uncertain or temporary legal status.

Definition Sources: UNESCO Social and Human Sciences, Paolo Guadiano, Forbes Magazine.

Why explore generation status in the inclusion framework?

► Context:

1. Some believe that the success of the second generation is an extension of the integration process that begins with the newcomer and extends to their offspring

2. Others suggest that it is the outcomes of the second generation and not the first that is the true test of success of the migrant experience

   ▪ Driven by the notion that immigrant resettlement choices are motivated by the desire to see children succeed

► In either way, by looking at the children of immigrants, we look at a long-term view of immigrant integration and inclusion.

Classification of Generation Status

▶ **Definitions***

1 - First generation (GEN 1)

This category includes persons who were born outside Canada. For the most part, these are people who are now, or once were, immigrants to Canada.

2 - Second generation (GEN 2)

This category includes persons who were born in Canada and had at least one parent born outside Canada. For the most part, these are the children of immigrants.

3 - Third generation or more (GEN 3)

This category includes persons who were born in Canada with both parents born in Canada.

▶ **What GEN 2 comparisons can be made?**

1 – Compare GEN 2 with GEN 1 and GEN 3

2 - Compare GEN 2 with GEN 3 who are "White"

3 - Compare GEN 2 with GEN 1.5 who immigrated as a child (<12 years old)

* https://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=117200&CVD=117200&CLV=0&MLV=1&D=1

Canadian population by generation status
Age: 18-64

Canadian population by generation status

- ■ First generation
- ■ Second generation
- ■ Third generation or more

26.6%

15.2%

58.2%
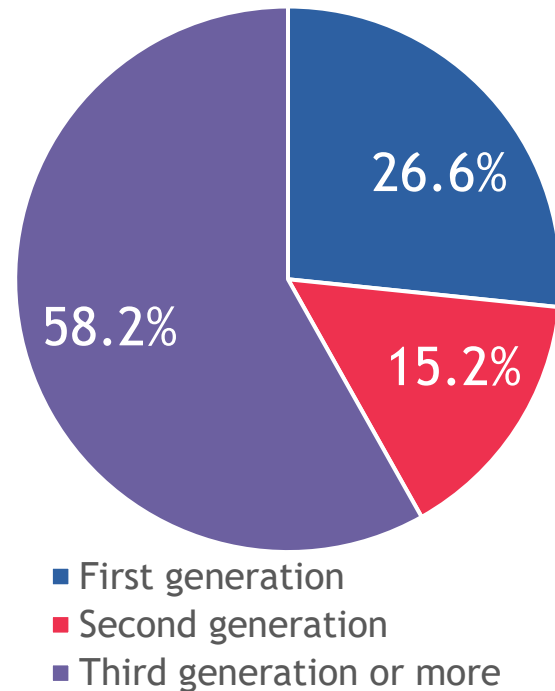
Generation status	Counts	%
Total Gen 1	**5,853,310**	**26.6%**
Gen 1.5 (immigrated as a child*)	1,045,975	4.8%
Total Gen 2	**3,344,440**	**15.2%**
Gen 2.0 (2 parents born abroad)	1,852,535	8.4%
Gen 2.5 (1 parent born abroad)	1,491,910	6.8%
Total Gen 3+	**12,780,875**	**58.2%**
Gen 3+ White	11,742,090	53.4%
Total	**21,978,625**	

*: Less than 12 years old

Source: Statistics Canada, Census of Population, 2016.

Select sociodemographics by GEN status

	Select Socio-Demographic	First generation	Gen 1.0 (immigrated at age 12 and older)	Gen 1.5 (immigrated as a child < age 12)	Second generation	Gen 2.0 (both parents born abroad)	Gen 2.5 (one parent born abroad)	Third generation or more	Third generation or more (White)	Total
Age Group	18-24	9.8%	7.2%	21.8%	19.3%	20.8%	17.5%	14.3%	13.7%	13.9%
	25-44	44.3%	44.8%	41.8%	43.1%	42.8%	43.4%	39.5%	39.2%	41.3%
	45-64	45.9%	48.0%	36.4%	37.6%	36.4%	39.1%	46.2%	47.0%	44.8%
Educ	< Bachelors	61.8%	60.3%	68.6%	70.2%	68.6%	72.2%	80.1%	79.3%	73.7%
	Bachelor +	38.2%	39.7%	31.4%	29.8%	31.4%	27.8%	19.9%	20.7%	26.3%
Sex	Female	52.2%	52.7%	49.6%	49.8%	49.3%	50.5%	50.3%	50.2%	50.7%
	Male	47.8%	47.3%	50.4%	50.2%	50.7%	49.5%	49.7%	49.8%	49.3%
	Total	5,853,310	4,807,340	1,045,970	3,344,440	1,852,535	1,491,910	12,780,880	11,742,090	21,978,630

Other demographic controls variables used in the regression analysis include: language, marital status, visible minority status, full-time employment, occupational skill level and mobility status (5-year).

Methodology

▶ Datasets: Census 2016, General Social Survey 2013

▶ Select indicators:

1 – Economic indicators: Wages, low-income measure, full-time employment, occupational skill levels*, underemployment*

2 – Social indicators: Sense of belonging, subjective well-being, a victim of discrimination

▶ Two types of analyses:

1 – Unadjusted/descriptive analysis

2 – Adjusted/statistical analysis using different regression models

*Note: Indicators with * are the new variables compared to the CIMI 2.0 integration framework.*

Economic Indicators

- ▶ Wages

- ▶ Underemployment*

- ▶ Occupational skill jobs*

- ▶ Full-time employment

- ▶ Low income cut-off

Wages

- Definition: Refers to gross wages and salaries before deductions for such items as income taxes, pension plan contributions and employment insurance premiums during the reference period.

- Population: Age 18-64, currently employed, paid-workers, wages <=$200,000.

Wages (uncontrolled)

Generation Status	Average annual wages	Difference with Gen 2
Total Gen 1 (immigrants)	$ 47,635	-$ 5,114
Gen 1.5 (immigrated as a child)	$ 51,503	-$ 1,245
Total Gen 2 (reference group)	**$ 52,748**	**$ -**
Gen 2.0 (2 parents born abroad)	$ 53,539	$ 791
Gen 2.5 (1 parent born abroad)	$ 51,778	-$ 970
Total Gen 3+	$ 50,636	-$ 2,112
Gen 3+ White	$ 51,080	-$ 1,668

Note: Sample included workers aged 18-64, working for wages, employed, wages <= $200,000.
Source: Statistics Canada, Census of Population, 2016.

Gauging the Wages Gap

Average annual wages compared to Gen 2, uncontrolled
(Gen 2's wages = $52,748)

Annual wages compared to Gen 2 (control for education)

Annual wages compared to Gen 2 (All controlled*)

	Uncontrolled	Control for education	All controlled*
Total Gen 1	-$5,114	-$7,130	-$6,314
Gen 1.5 (immigrated as a child)	-$1,245	-$1,556	-$603
Gen 2.0 (2 parents born abroad)	$791		
Gen 2.5 (1 parent born abroad)	-$970		
Total Gen 3+	-$2,112	$236	-$1,152
Gen 3+ White	-$1,668	$498	-$1,033
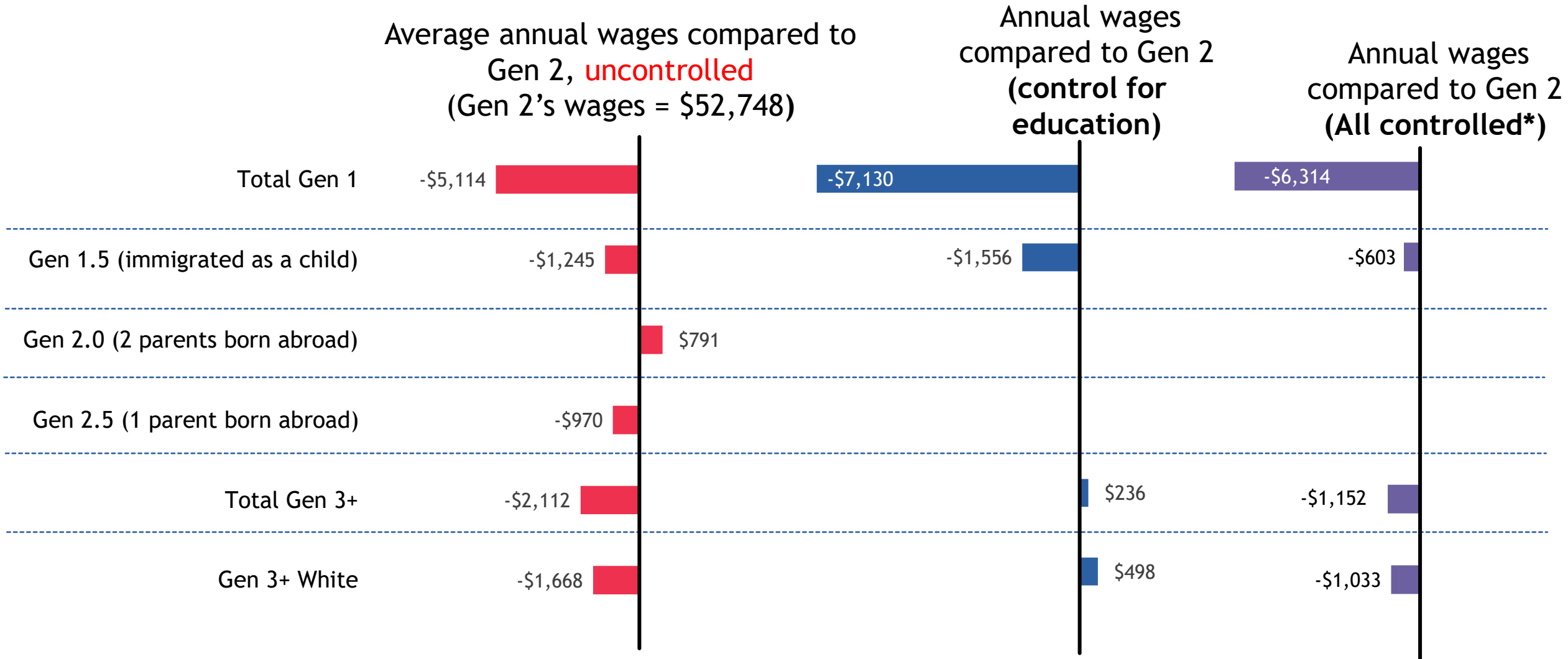
Note: Sample included workers aged 18-64, working for wages, employed, wages <= $200,000.
       *To ensure fair comparison, researchers control for age, sex, language, marital status, visible minority status, full-time, skill level jobs, mobility status.
Source: Statistics Canada, Census of Population, 2016.

Gen 2.0 and Gen 2.5?

▶ Without controls:

- On average, Gen 2.5 (one parent born abroad) earned **$1,761** less than Gen 2.0 (2 parents born abroad)

▶ Controlling for education level:

- Gen 2.5 earned **$564** less than Gen 2.0

▶ Controlling for age, sex, language, education, marital status, mobility status, visible minority status, etc.:

- Gen 2.5 earned **$1,053** less than Gen 2.0

Average wages by visible minority status
(uncontrolled)

	Gen 1		Gen 1.5 (immigrated as a child)		Gen 2		Gen 2.0 (2 parents born abroad)		Gen 2.5 (1 parents born abroad)		Gen 3		Total	
South Asian	17.6%	$44.9K	12.3%	$47.6K	6.2%	$43.1K	10.4%	$43.3K	1.0%	$40.8K	0.1%	$40.6K	5.7%	$44.6K
Chinese	15.0%	$49.4K	12.0%	$54.3K	5.5%	$52.4K	8.7%	$53.1K	1.4%	$47.3K	0.1%	$43.1K	4.9%	$49.9K
Black	8.7%	$42.8K	7.5%	$43.9K	5.3%	$36.2K	7.5%	$36.6K	2.7%	$35.0K	0.3%	$38.0K	3.3%	$41.0K
Filipino	8.1%	$40.6K	4.2%	$41.0K	1.8%	$38.8K	2.8%	$39.7K	0.6%	$33.9K	0.0%	$29.7K	2.4%	$40.4K
Other Vismin	20.8%	$42.8K	17.8%	$44.6K	6.7%	$37.8K	10.4%	$37.7K	2.0%	$38.7K	0.2%	$51.5K	6.7%	$42.1K
White	29.6%	$55.6K	46.0%	$56.8K	73.0%	$56.5K	60.1%	$60.5K	89.1%	$53.1K	91.9%	$51.1K	72.4%	$52.4K
Total	99.8%	$47.6K	99.8%	$51.5K	98.5%	$52.8K	99.9%	$53.6K	96.9%	$52.0K	92.6%	$51.0K	95.4%	$50.5K

Underemployment

▶ **Definition*:**

- **Visible underemployment** happens when someone does not believe his or her work hours are sufficient (involuntary part-time workers).

- **Invisible underemployment** occurs when skills are not fully used or when the job is considered substandard because of wages or other employment characteristics.

▶ This analysis only focuses on **invisible** underemployment.

▶ In this analysis, invisible underemployment rate is the percentage of workers holding bachelor degree or above but working in occupations that only requires high school or job-specific training or on-the-job training (skill levels C and D).
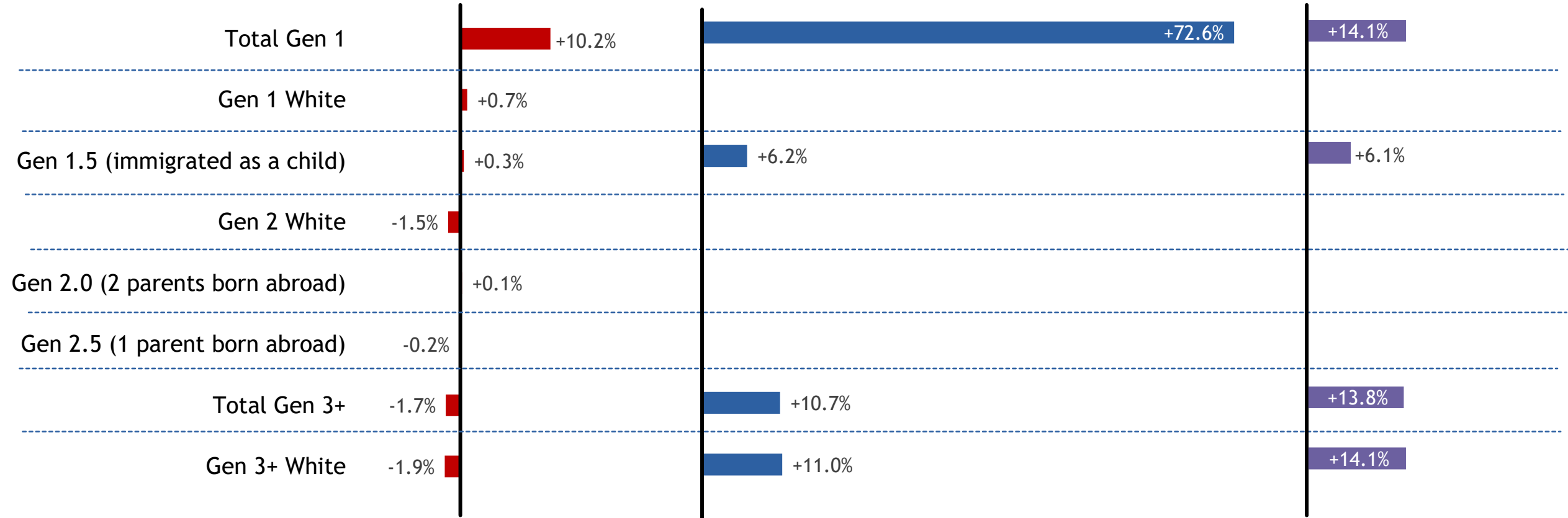
* https://www150.statcan.gc.ca/n1/pub/11-402-x/2011000/chap/lab-tra/lab-tra-eng.htm

Underemployment Gaps

Underemployment rate compared to Gen 2, **uncontrolled** (Gen 2's underemployment rate=**14.5%**)

Underemployment rate compared to Gen 2 **(control for age, sex, visible minority stt., etc.)**

Underemployment rate* compared to Gen 2 **(control for all + location of study)**

Group	Uncontrolled	Control for age, sex, etc.	Control for all + location of study
Total Gen 1	+10.2%	+72.6%	+14.1%
Gen 1 White	+0.7%		
Gen 1.5 (immigrated as a child)	+0.3%	+6.2%	+6.1%
Gen 2 White	-1.5%		
Gen 2.0 (2 parents born abroad)	+0.1%		
Gen 2.5 (1 parent born abroad)	-0.2%		
Total Gen 3+	-1.7%	+10.7%	+13.8%
Gen 3+ White	-1.9%	+11.0%	+14.1%

Note: Sample included workers aged 18-64.

*To ensure fair comparison, researchers control for age, sex, language, marital status, visible minority status, full-time, mobility status, location of study.
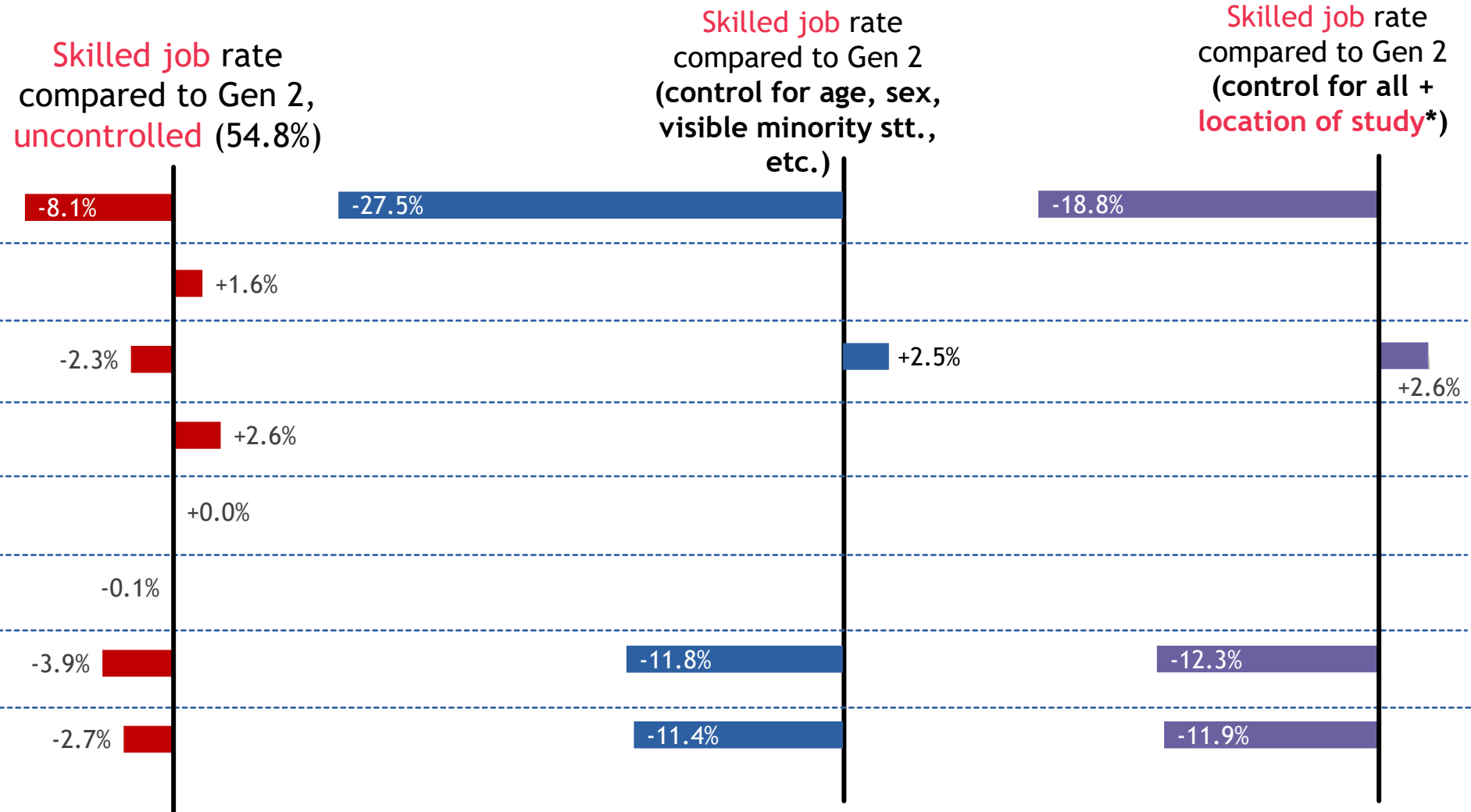
Source: Statistics Canada, Census of Population, 2016.

Occupational Skill Levels

▶ Definition: Refers to the kind of work performed by persons aged 15* years and over as determined by their kind of work and the description of the main activities in their job.

▶ Skill levels:

1. Skill level A/O: Managers

2. Skill level A: Professional jobs that usually call for a degree from a university

3. Skill level B: Technical jobs and skilled trades that usually call for a college diploma or training as an apprentice

4. Skill level C: intermediate jobs that usually call for high school and/or job-specific training

5. Skill level D: labour jobs that usually give on-the-job training

▶ Canada considers "skilled" jobs those with NOC Skill Type O, A or B.

Occupational Skill Levels

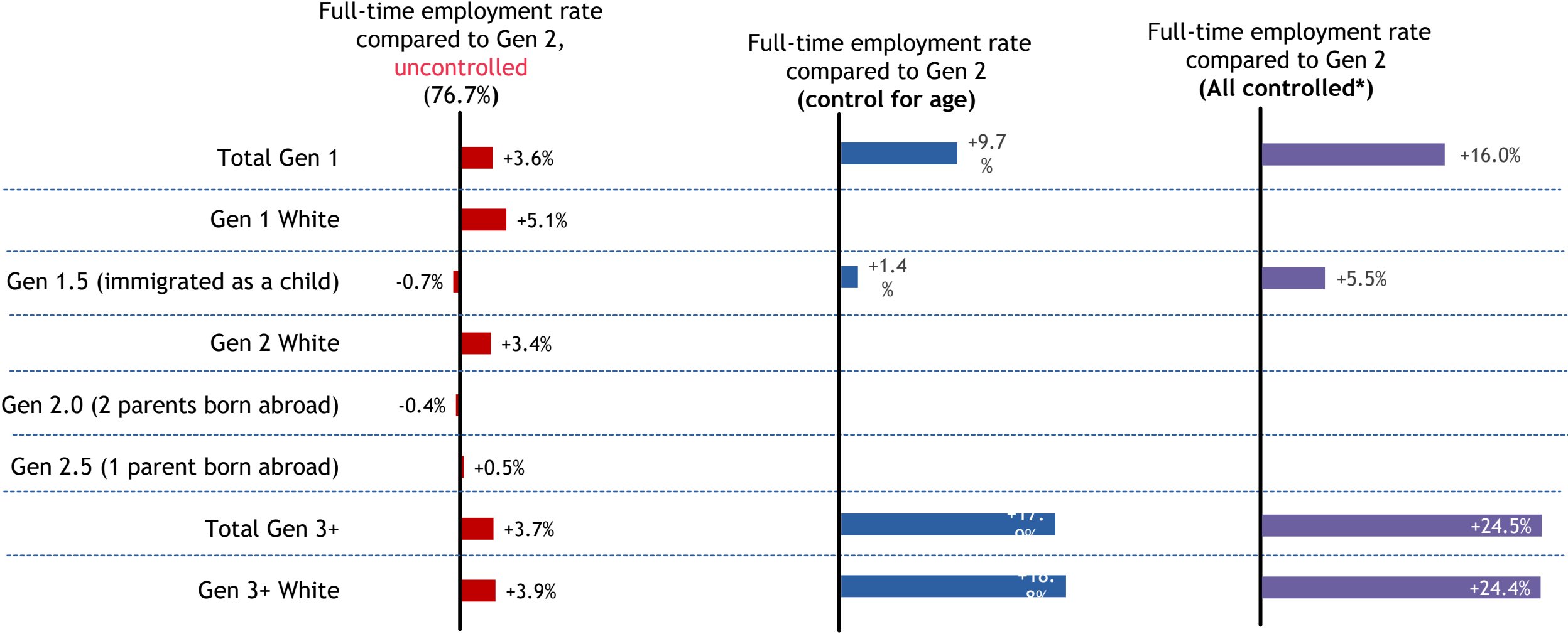|	Skilled job rate compared to Gen 2, uncontrolled (54.8%)	Skilled job rate compared to Gen 2 (control for age, sex, visible minority stt., etc.)	Skilled job rate compared to Gen 2 (control for all + location of study*)
Total Gen 1	-8.1%	-27.5%	-18.8%
Gen 1 White	+1.6%		
Gen 1.5 (immigrated as a child)	-2.3%	+2.5%	+2.6%
Gen 2 White	+2.6%		
Gen 2.0 (2 parents born abroad)	+0.0%		
Gen 2.5 (1 parent born abroad)	-0.1%		
Total Gen 3+	-3.9%	-11.8%	-12.3%
Gen 3+ White	-2.7%	-11.4%	-11.9%

Note: Sample included workers aged 18-64.
       *To ensure fair comparison, researchers control for age, sex, language, marital status, visible minority status, mobility status.
Source: Statistics Canada, Census of Population, 2016.

Full-time employment

- Definition: Refers to the percentage of individuals who are working full-time.

- Population: Age 18-64

Full-time employment

Full-time employment rate compared to Gen 2, uncontrolled (76.7%)

Total Gen 1	+3.6%
Gen 1 White	+5.1%
Gen 1.5 (immigrated as a child)	-0.7%
Gen 2 White	+3.4%
Gen 2.0 (2 parents born abroad)	-0.4%
Gen 2.5 (1 parent born abroad)	+0.5%
Total Gen 3+	+3.7%
Gen 3+ White	+3.9%

Full-time employment rate compared to Gen 2 (control for age)

+9.7%

+1.4%

+17.0%

+18.8%

Full-time employment rate compared to Gen 2 (All controlled*)

+16.0%

+5.5%

+24.5%

+24.4%

Note: Sample included workers aged 18-64.
*To ensure fair comparison, researchers control for age, sex, language, marital status, visible minority status, skill level jobs, mobility status.
Source: Statistics Canada, Census of Population, 2016.
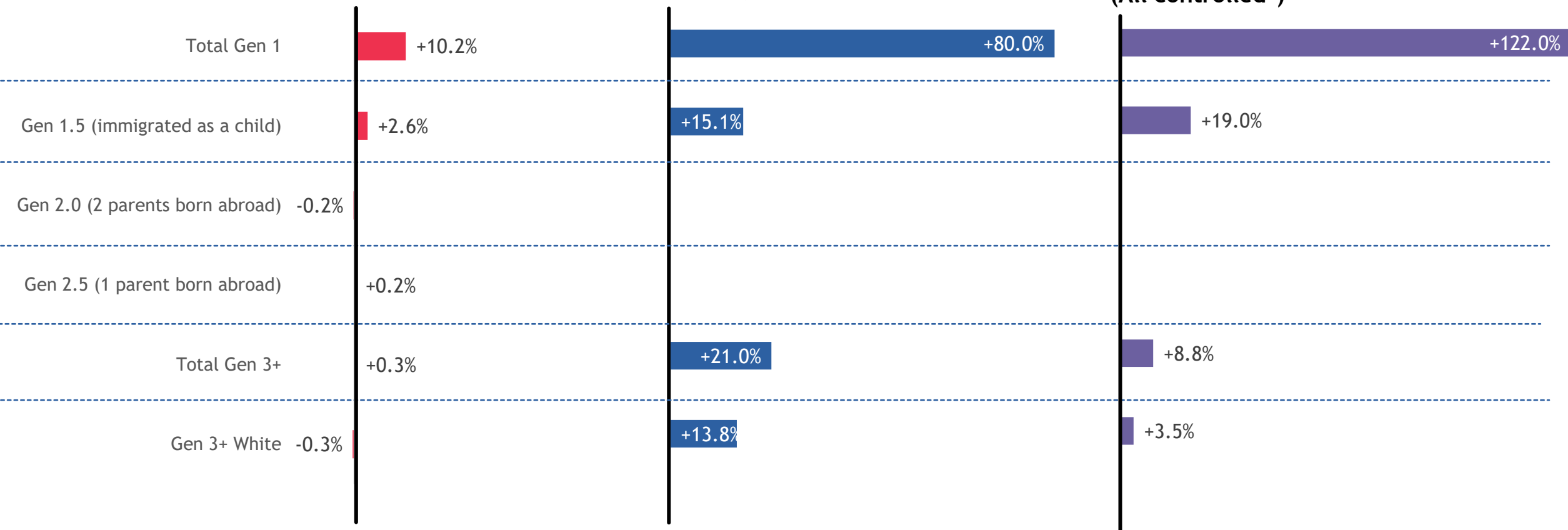
Low-income cut-off (LICO)

▶ Definition: Refers to the percentage of individuals who have lived below Statistics Canada's low income cut-off, before-tax.

▶ Population: Age 18-64

Low income cut-off (LICO)

	LICO rate compared to Gen 2, uncontrolled (9.9%)	LICO rate compared to Gen 2 (control for visible minority stt.)	LICO rate compared to Gen 2 (All controlled*)
Total Gen 1	+10.2%	+80.0%	+122.0%
Gen 1.5 (immigrated as a child)	+2.6%	+15.1%	+19.0%
Gen 2.0 (2 parents born abroad)	-0.2%		
Gen 2.5 (1 parent born abroad)	+0.2%		
Total Gen 3+	+0.3%	+21.0%	+8.8%
Gen 3+ White	-0.3%	+13.8%	+3.5%

Note: Sample included workers aged 18-64.
To ensure fair comparison, researchers control for age, sex, language, marital status, visible minority status, full-time, skill level jobs, mobility status.
Source: Statistics Canada, Census of Population, 2016.

Key Findings

► After controlling for sociodemographic differences:

○ Second-generation workers are **paid more, less likely to be underemployed, less likely to live below the LICO, and less likely to work full-time** than any other groups, including Gen 3+ White.

○ Second-generation workers are also **more likely to work in skilled jobs** than most of the other groups.

► There exists significant gaps between the first-generation immigrants and the other groups. However, it is not the case for Gen 1.5 (immigrated as a child) who experiences much smaller gaps than Gen 1. One implication of this finding is that studies of immigrant integration/inclusion should avoid pooling child immigrants with adult immigrants.

► **"Location of study"** plays a very important role in helping immigrants narrow the gaps in underemployment and skilled jobs indicators.

Social indicators

- Sense of belonging to local community
- Subjective well-being
- Victim of discrimination in the past 5 years

Sense of belonging to local community

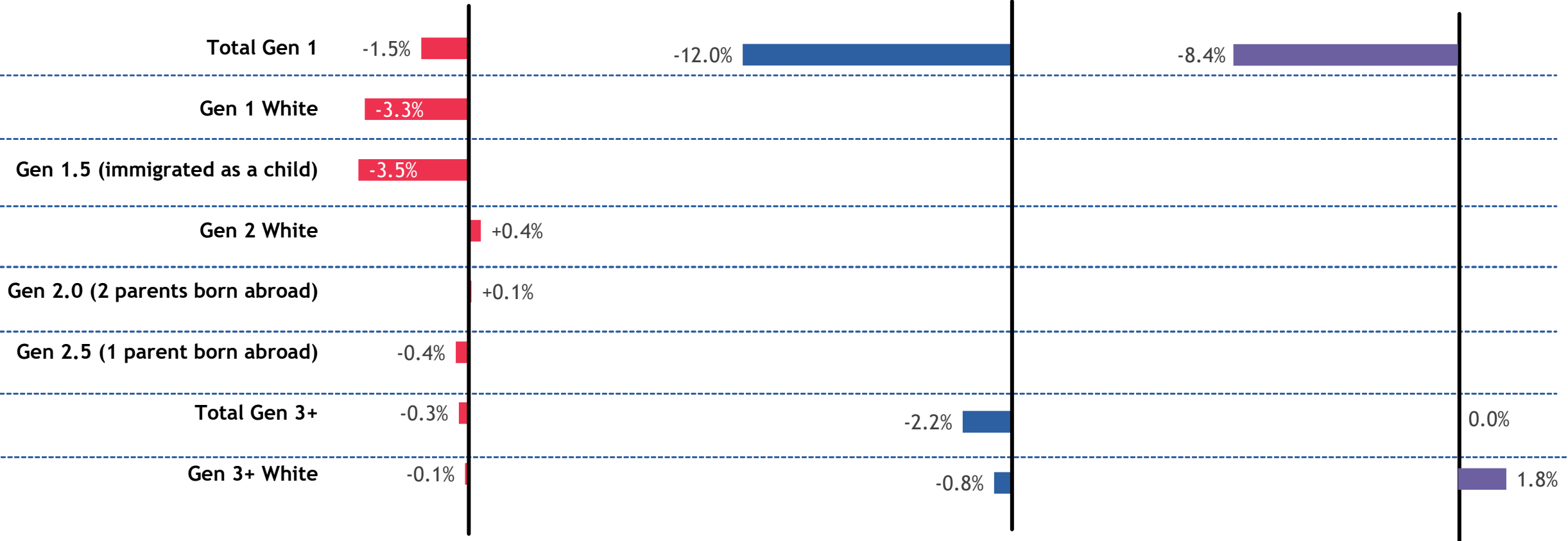- Definition: Refers to the percentage of individuals who report a strong or very strong sense of belonging to their local community.

- Population: Age 15-64

Sense of belonging to local community (strong and very strong)

	Sense of belonging to LoC compared to Gen 2, uncontrolled (81%)	Sense of belonging to LoC compared to Gen 2 (control for age)	Sense of belonging to LoC compared to Gen 2 (All controlled*)
Total Gen 1	-1.5%	-12.0%	-8.4%
Gen 1 White	-3.3%		
Gen 1.5 (immigrated as a child)	-3.5%		
Gen 2 White	+0.4%		
Gen 2.0 (2 parents born abroad)	+0.1%		
Gen 2.5 (1 parent born abroad)	-0.4%		
Total Gen 3+	-0.3%	-2.2%	0.0%
Gen 3+ White	-0.1%	-0.8%	1.8%

Note: Sample included workers aged 15-64.
*To ensure fair comparison, researchers control for age, sex, education, income, employment, language, marital status, visible minority status.
Source: Statistics Canada, GSS, 2013.
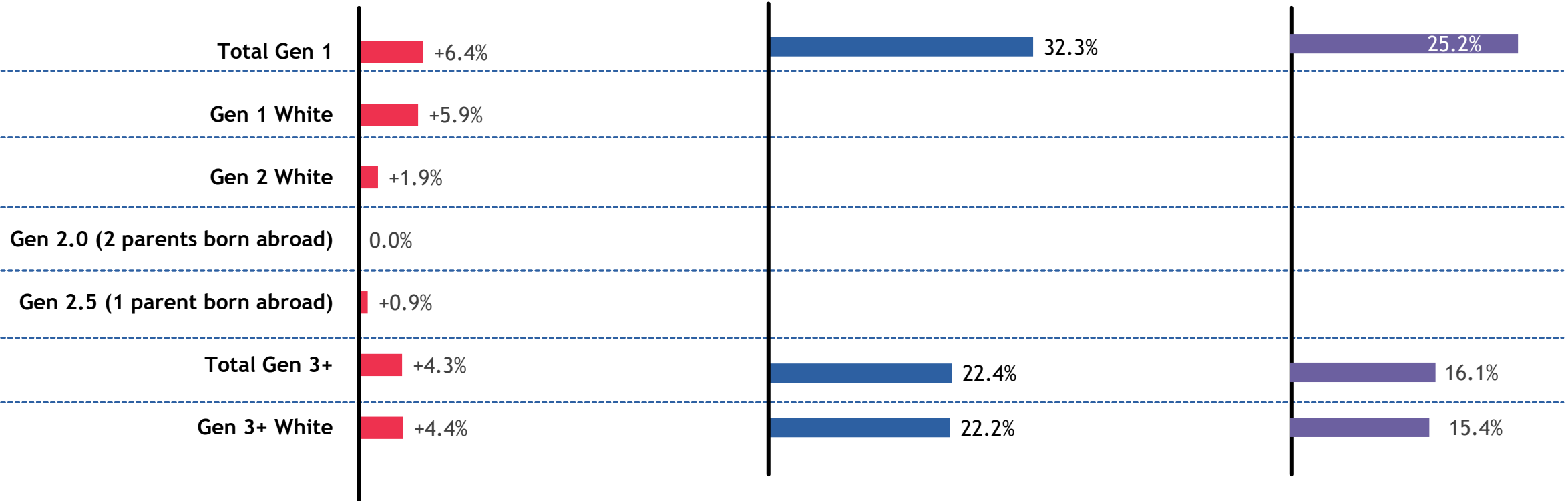
Subjective well-being

- Definition: Refers to the proportion of individuals that say that right now they are very satisfied with their life as a whole.

- Population: Age 15-64

Subjective well-being (very satisfied)

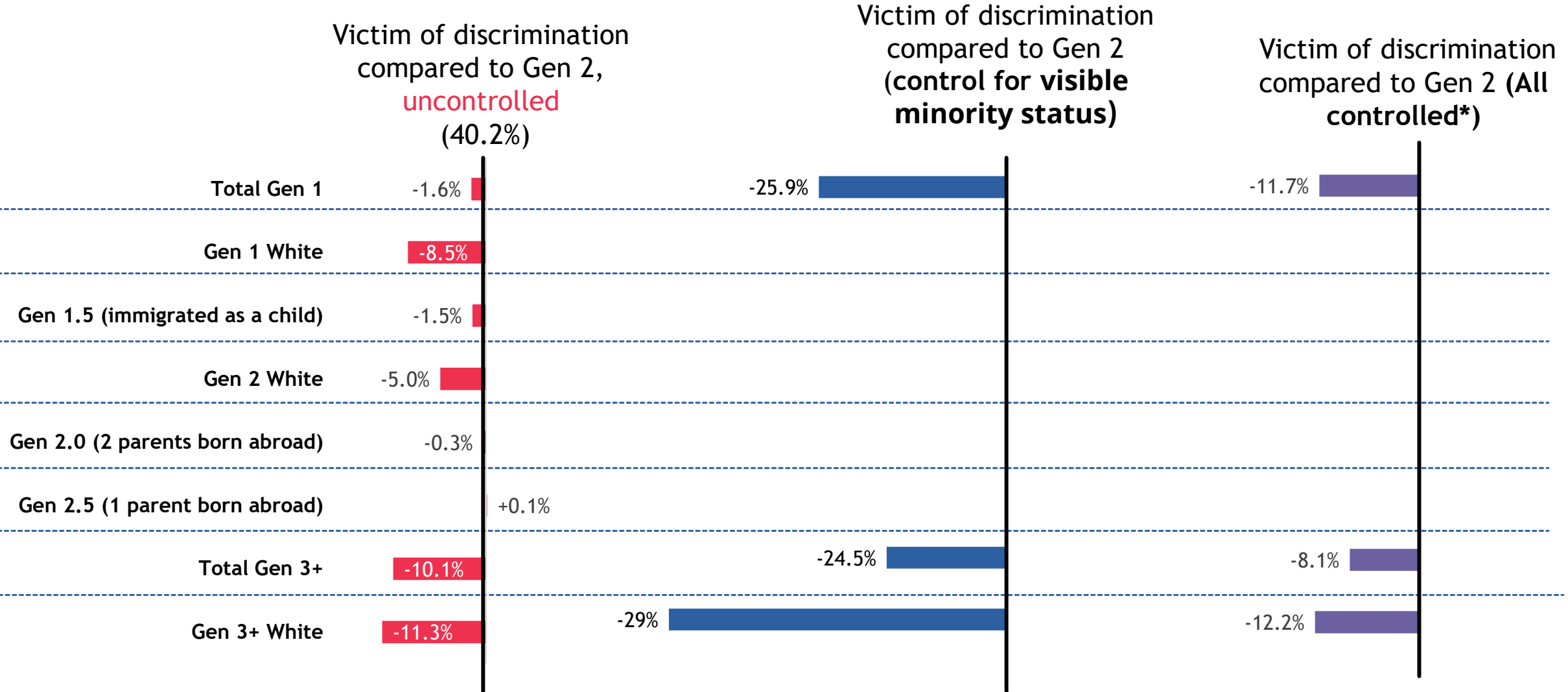|	Subjective well-being compared to Gen 2, uncontrolled (30.8%)	Subjective well-being compared to Gen 2 (control for income)	Subjective well-being compared to Gen 2 (All controlled*)
Total Gen 1	+6.4%	32.3%	25.2%
Gen 1 White	+5.9%		
Gen 2 White	+1.9%		
Gen 2.0 (2 parents born abroad)	0.0%		
Gen 2.5 (1 parent born abroad)	+0.9%		
Total Gen 3+	+4.3%	22.4%	16.1%
Gen 3+ White	+4.4%	22.2%	15.4%

Note: Sample included workers aged 15-64.
*To ensure fair comparison, researchers control for age, sex, education, income, employment, language, marital status, visible minority status.
Source: Statistics Canada, GSS, 2013.

Victim of discrimination in the past 5 years

- Definition: Refers to the percentage of individuals who said they experienced discrimination over the past 5 years.

- Population: Age 15-64

Victim of discrimination in the past 5 years

Victim of discrimination compared to Gen 2, uncontrolled (40.2%)

Victim of discrimination compared to Gen 2 (control for visible minority status)

Victim of discrimination compared to Gen 2 (All controlled*)

	uncontrolled	control for visible minority status	All controlled*
Total Gen 1	-1.6%	-25.9%	-11.7%
Gen 1 White	-8.5%		
Gen 1.5 (immigrated as a child)	-1.5%		
Gen 2 White	-5.0%		
Gen 2.0 (2 parents born abroad)	-0.3%		
Gen 2.5 (1 parent born abroad)	+0.1%		
Total Gen 3+	-10.1%	-24.5%	-8.1%
Gen 3+ White	-11.3%	-29%	-12.2%

Note: Sample included workers aged 15-64.
*To ensure fair comparison, researchers control for age, sex, education, income, employment, language, marital status, visible minority status.
Source: Statistics Canada, GSS, 2013.

Key Findings:

- In all three indicators, gaps between generations increase once we add control variables.

- After controlling for sociodemographic differences:

• Generation 2 is slightly more likely to feel belonging to the local community than the 1st generation, while there is almost no gap with Gen 3+ or Gen 3+ who are White.

• Generation 2 is less likely to report very satisfied with their life than any other groups, especially compared to their immigrant parents (Gen 1).

• Generation 2 is less likely to say they experienced discrimination in the past five years than any other groups.

Moving forward

▶ Explore the intersection between generational status and visible minority status, gender, and mother tongue languages.

▶ Explore how different generation groups perform over time (since 1991 till now) at provincial and CMA levels.

"Unless careful analysis, thought, and precision are brought to bear, poorly conceived response brings with it the risk of expending scarce resources without any tangible outcome or, far worse, exacerbating a given situation" (Senate Canada, 2013).

THANK YOU

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