



# **Documenting Barriers to Inclusion and Reducing Inequalities**

Embracing Differences  
has the Power to  
Unite Citizens



# **Canada – Pluralist Nation**

**Facts about Diversity**

**Facts about Indigenous Peoples**

**Facts about Immigrants**

**Evolving Canadian Identity**

**Unity versus Division**

**Responsibility and Accountability**

**Principles and Values**



# Facts about Population

## Racialized Population has increased dramatically

The number of racialized people in Canada increased **130%**, in contrast with a 1% increase for white people (2001-2021).

Before 1981, racialized people accounted for less than **5%** of the total population, largely because of place-of-origin restrictions in Canadian immigration policy.

In 2001, they accounted for **13.4%** of the total population and by 2021, this almost doubled to **26.5%**. In other words 1 in every 4 people in Canada were from the racialized population.





# Facts about Indigenous Peoples

## Population Growth: Increasing and Youthful

Indigenous Peoples account for 5% of Canada's total population. In 2021, there were 1.8 Million Indigenous Peoples in Canada.

Indigenous Peoples are the **fastest growing** population. From 2016 to 2021, this population grew by 9.4%.

Indigenous Peoples are the **youngest population** in Canada. In 2021 about 28% were under the age of 25.



# Facts about Immigrants

## Immigration to Canada

Number of Immigrants entering Canada every year has ranged from 250-400K – **a million every 2.5 to 4 years.**

Total number of immigrants in Canada according to the 2021 census is **8.3 Million.**

In 2021, **one in four** people (23.0%) were permanent residents (highest since Confederation, topping 22.3% in 1921, and is **largest proportion among G7 countries.**

Just over 1.3 million new immigrants settled permanently in Canada from 2016 to 2021, the **highest number** of recent immigrants recorded in a Canadian census (over a 5 year period).





# Canadian Identity

**Not static... but evolving**

Just look around in:

Classrooms

Workplaces

Neighborhoods

Communities

Cities

Provinces

Country

Blue Jays Fans!!





















# Canadian Identity

When it is prodded, attacked or threatened

Reactions:

Individual

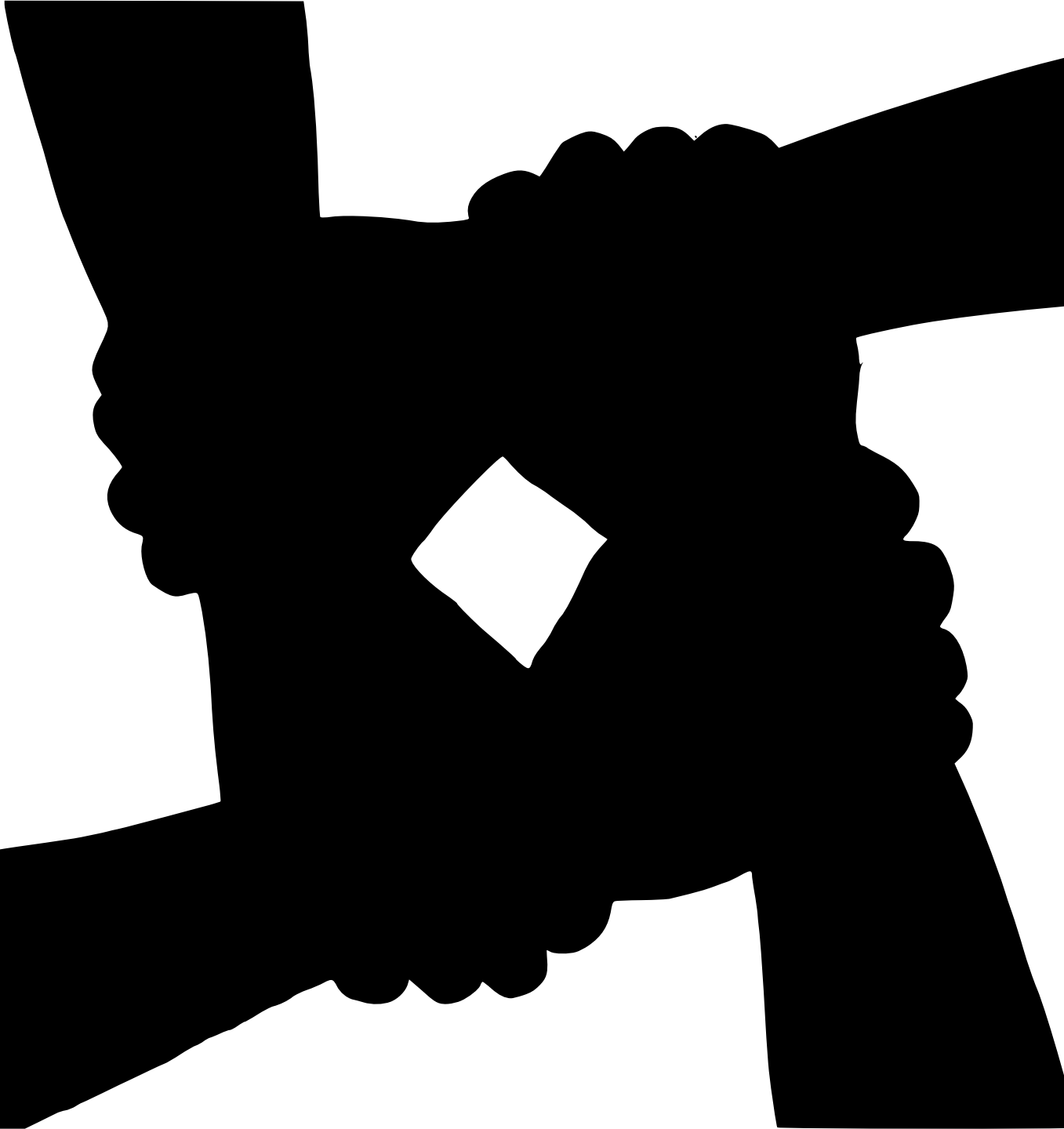
Group

Peoples

Nation

**Unity versus Division**





# **Unity**

**Unity is strength**

**United we stand**

**Live together as brothers**

**Unity is power**

**Together we can do so much**

**Working together is success**

**Challenges fade in unity**

**We can move mountains when we unite**



# Division

**Division is Weakness**

**Divided we fall**

**Perish together as fools**

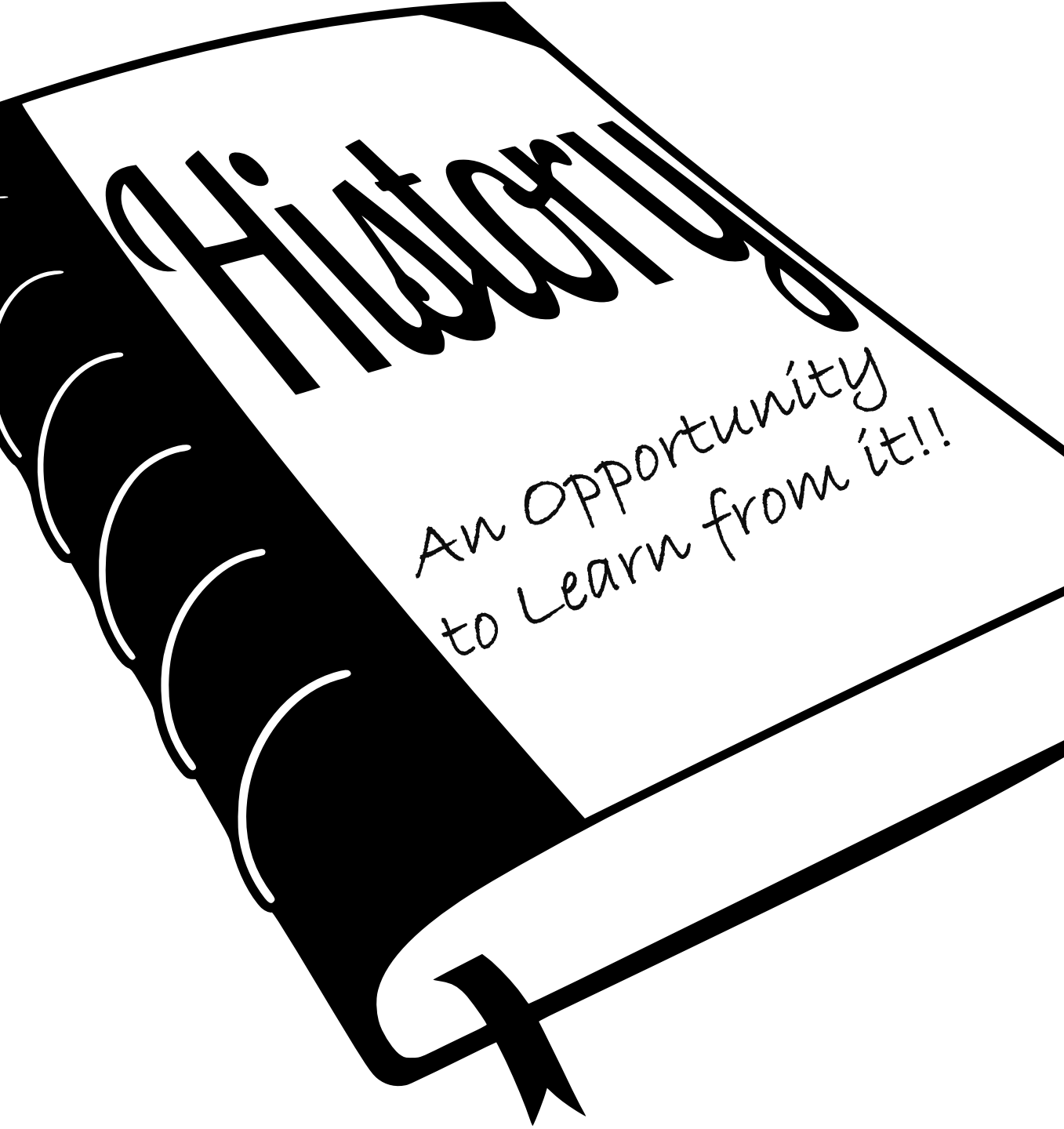
**Alone we can do so little**

**Where there is division, there's conflict**



**What has Worked?**

**What has Not Worked?**



## **Immigrants**

**Are Temporary Residents becoming Permanent Residents?**

**Are Permanent Residents becoming Canadian Citizens?**

**Are Canadian Citizens participating in our democracy?**

## **Indigenous Peoples**

**Are we advancing on Reconciliation Efforts?**

**Are we acting upon the Calls to Justice?**

**Are we honouring our commitments agreed upon at the UN on the Rights of Indigenous Peoples?**



# **Responsibility and Accountability**



## Difficult Questions

1. Who is responsible for documenting barriers to inclusion and for whom?
2. Who is funding and benefiting from documentation?
3. Who is creating policies and for whom? How are decisions made?
4. Who is reviewing and analyzing policies and with what intentions? Who is excluded from decision making?
5. Are our policies forward looking and evolving with the times and the context in which we live in?

**Principles and Values**





## **As our identity evolves**

1. Are we still aligned with our common values?
2. Are we respectful of our differences?
3. What do we continue to agree upon?
4. Do we acknowledge our differences in beliefs, opinions and attitudes?
5. How do we defend and protect our collective principles of democracy and the rule of law?
6. How do we move from understanding and acknowledging differences to welcoming and embracing differences?

**Differences don't divide us...**  
**It's the failure to embrace**  
**differences that divide us!**

**Diversity**  **Pluralism**



**Thank You**

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