



# RACE, ETHNICITY AND CLASS CONSIDERATION IN INTERPRETING GENDER DIFFERENCES

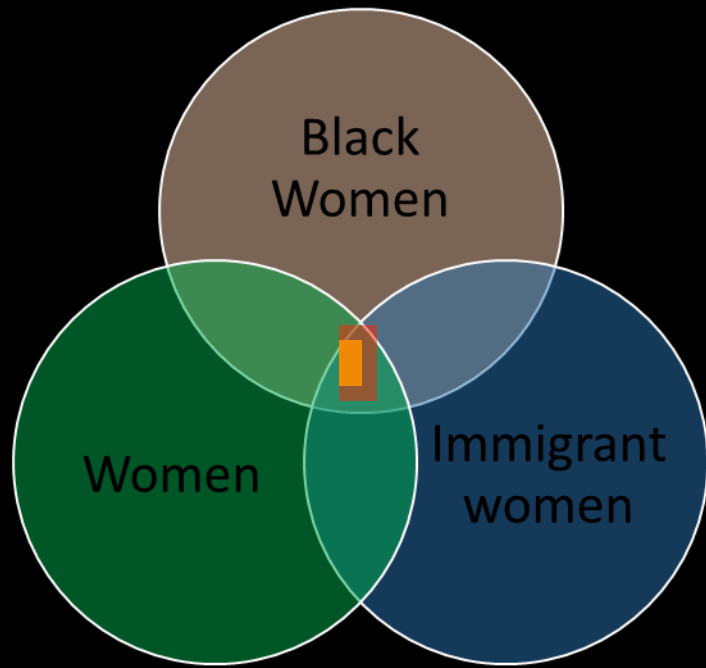
The need for stronger intersectionality in Canada's  
Economy

# Canadian Multiculturalism Day



SENATE 

- Diversity in Canada
- According to Stats Canada, more than one fifth of Canadians belong to a racialized minority and identify as people of colour.
- By 2036, people of colour are projected to make up 31% to 36% of the population.



VENN DIAGRAM OF BLACK  
IMMIGRANT WOMEN

- What is Intersectionality?

Intersectionality is an engagement that supports our understanding of the interconnected nature of social classification such as race, gender, social class, and the ways they compound together to create systems of partiality and prejudice for individuals and groups.



# CHALLENGES TO BETTER INTERSECTIONALITY IN CANADA'S ECONOMY

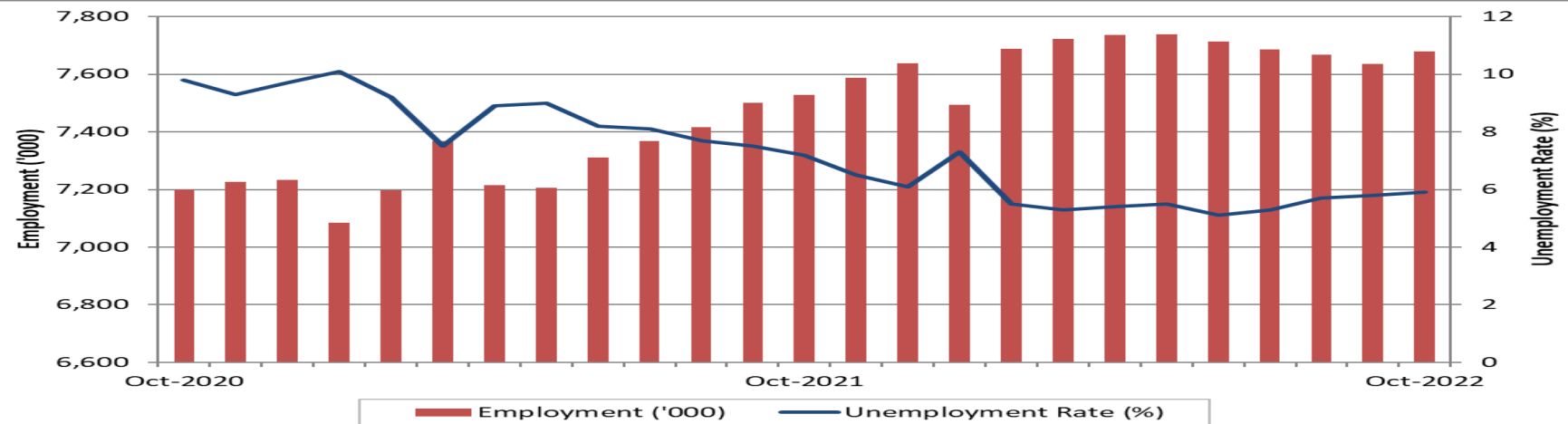
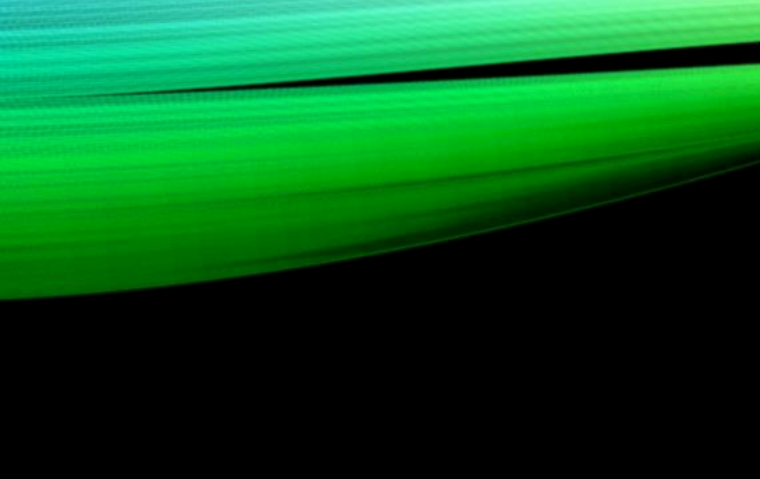
- **Income/wage gap**: According to Stats Canada, racialized women working full time annually earn an average of 33% less than non racialized white men or 67 cents to the dollar.
- There is a need for stronger intersectionality here because the multiple marginalization leads to unfair retirement into financial deficit and poverty.



**Barriers to professional development:** According to Lean In's Women in the Workplace 2022 report, Black women have access to senior leaders at a rate 3x less than white men and 2x less than white women.

- Black women also have less access to mentorship, sponsorship and training. All these professional deficits don't even account for workplace discriminations for racialized women like racist microaggressions and sexual misconducts.





- Recognition of foreign qualifications and work experience: The unemployment numbers are currently the worst in years for recent immigrants in Canada and its definitely even worse for black immigrant women.
- Immigrant women who enter family streams are also restricted by spousal status and access to social programs.
- Most employers and regulatory bodies still do not recognize foreign educational qualifications which leads to a disconnect in assimilation of new immigrants. The Canadian Federal and Provincial governments have a crucial role to play in balancing immigration streams with economic streams.





# WHAT'S NEXT?

- Better foreign credential recognition by businesses and regulatory bodies in Canada.
- There needs to be gender based assessment of immigration policies and programs. Especially Black immigrant women.
- Businesses and employers need to ensure employees doing the same work are paid the same regardless of gender
- Businesses and employers have to be more attentive to their leadership and mentorship training practices. They need to have fair review processes to ensure workplace equality.

# REFERENCES

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