

Measuring and Collecting Data on Diversity – National Statistical Standards

NextGen EDI Symposium

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The Centre for Gender, Diversity and Inclusion Statistics



Delivering insight through data for a better Canada



Statistics
Canada

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Presentation outline

- National statistical standards - Tested and trusted
- Gender and sex at birth
- Sexual orientation
- Visible minorities
- Other ethnocultural standards

National statistical standards

Tested and trusted

- For Statistics Canada to provide more disaggregated information for population groups, the data must be collected in a standardized way to allow for meaningful comparisons and a sufficient volume of data must also be collected to enable these comparisons.
- Statistics Canada plays a leading role in ensuring that strong standards are developed and adopted as part of the national statistical system. This includes making available statistical standards for collecting disaggregated data.
- “[Tested and trusted statistical standards](https://www150.statcan.gc.ca/n1/pub/11-627-m/11-627-m2020051-eng.htm)” explores how statistical standards are used to provide data insights on a particular topic to help individuals understand and interpret those data.

Link: <https://www150.statcan.gc.ca/n1/pub/11-627-m/11-627-m2020051-eng.htm>

National statistical standards:
Tested and trusted

What are statistical standards?

Statistical standards are a set of rules that set out how data are collected and how statistics are produced and published. They provide information about the data collected on a particular topic to help individuals understand and interpret those data.

Statistics Canada: Tested and trusted statistical standards for Canadians

Statistical standards in action

Statistical standards are used to provide data insights on specific topics.

- Depict diversity within Canada's Black population using the **immigrant, ethnic origin, language and population group (groups designated as visible minorities) standards**
- Determine the proportion of transgender individuals in the Canadian population using the **sex assigned at birth and gender standards**

How are statistical standards used?

- At Statistics Canada to ensure that the quality of the data we produce is consistent over time and across collections
- By public, private and academic sectors that produce and manage data to help them integrate data from various sources
- By partners and to comply with international reporting obligations and encourage data comparability between countries

Some of our statistical standards

Statistics Canada has many national statistical standards used for collecting and publishing more detailed data. Here are just some examples:

- Ethnic origin of person
- Gender of person
- Indigenous identity of person
- National Occupational Classification (NOC)
- North American Industry Classification System (NAICS)
- Population group (groups designated as visible minorities)
- Sex of person assigned at birth

www.statcan.gc.ca

Why do we use national statistical standards?



Statistics Canada standards for disaggregated data

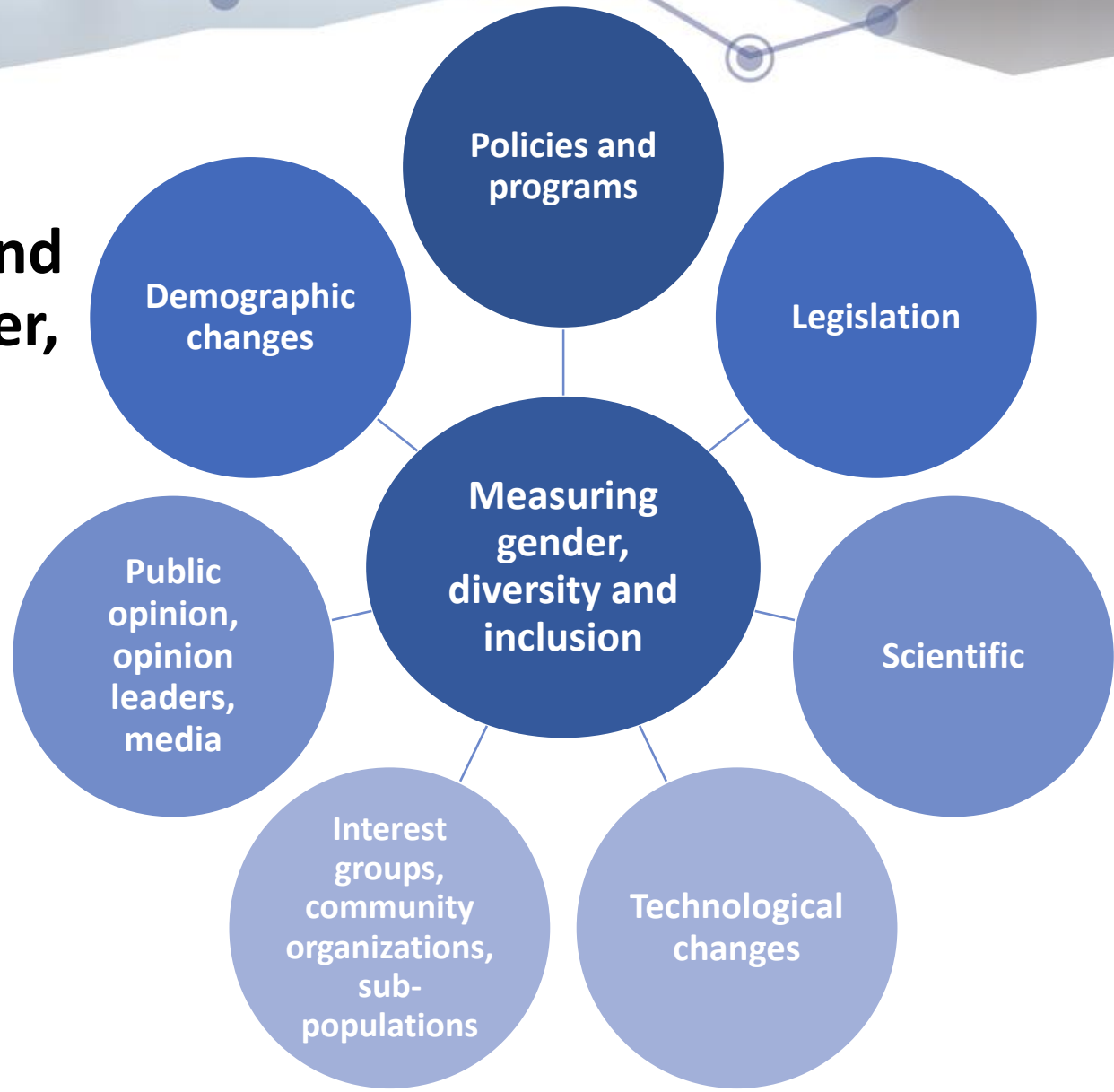
Statistics Canada has a number of standard measures, including those to measure diverse groups.

Examples include:

- [Gender](#)
- [Sex at birth](#)
- [Ethnic or cultural origin](#)
- [Indigenous group](#)
- [Indigenous identity](#)
- [Visible minority / Population group](#)
- [Immigrant status](#)



Forces at play when defining and measuring gender, diversity and inclusion



Measuring gender and sex

New standard at Statistics Canada

Sex ♂ ♀ ♂♀

Assigned at birth

Based on biological characteristics

- Chromosomes
- Sex hormones
- Genital and reproductive organs

Male, female, intersex

Gender ♂ ♀ ♂♀ ○

Related to a person's social or personal identity

Felt vs lived gender

Male, female, non-binary (gender diverse)

Transgender: People whose gender identity does not match the sex assigned at birth

Measuring gender and sex

Adapting Statistics Canada's questionnaires

Sex assigned at birth

“What was your sex at birth?”

Sex refers to sex assigned at birth.

- Male
- Female



Gender

“What is your gender?”

Gender refers to current gender which may be different from sex assigned at birth and may be different from what is indicated on legal documents.

- Male
- Female
- Or please specify _____

Measuring sexual orientation In population surveys

2003

Do you consider yourself to be:

INTERVIEWER: Read categories to respondent.

- ... heterosexual? (sexual relations with people of the opposite sex)
- ... homosexual, that is lesbian or gay? (sexual relations with people of your own sex)
- ... bisexual? (sexual relations with people of both sexes)

Present

What is your sexual orientation?

Would you say you are:

- Heterosexual
- Lesbian or gay
- Bisexual
- Or please specify:

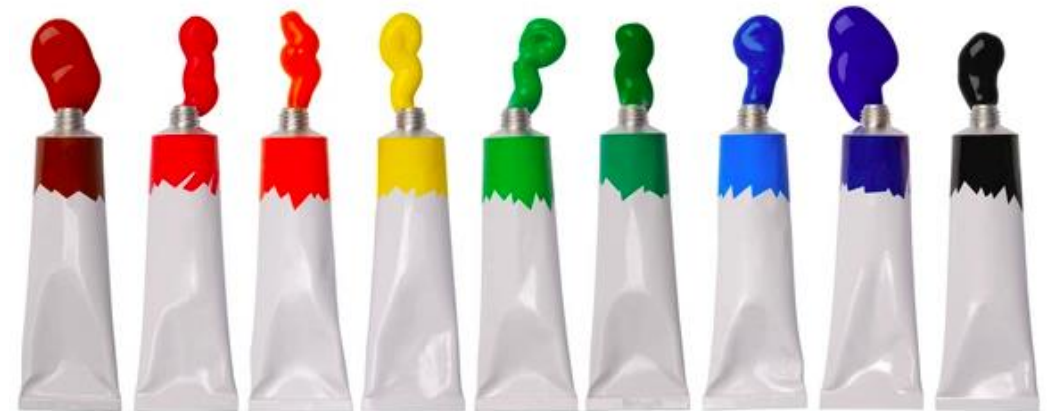
Measuring sexual orientation

Adapting Statistics Canada's standards and measures - Consultation process

- Formed internal working group on sexual orientation
- Expert consultations
- Focus groups with LGBTQ2+ non-LGBTQ2+ Canadians
- Public consultation through the Statistics Canada website
- One-on-one interviews with LGBTQ2+ non-LGBTQ2+ Canadians on updated questions to measure sexual orientation

Outcomes:

- ✓ Statistical metadata (definitions and categories) related to sexual orientation
- ✓ Updated questions to measure sexual orientation



Measuring ethnocultural diversity (population group/visible minorities)

Harmonized question on population groups – Census and most surveys

25. Is this person:



Select more than one answer or specify, if applicable.

This question collects information in accordance with the *Employment Equity Act* and its Regulations and Guidelines to support programs that promote equal opportunity for everyone to share in the social, cultural, and economic life of Canada.

▶ John Smith

- White
- South Asian (e.g., East Indian, Pakistani, Sri Lankan)
- Chinese
- Black
- Filipino
- Arab
- Latin American
- Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)
- West Asian (e.g., Iranian, Afghan)
- Korean
- Japanese
- Other

↳ Specify other group

Benefits

- Meets the requirements of the *Employment Equity Act*
- Enables the identification of groups that are otherwise difficult to identify
- Can derived standard variables: [Visible minority](#) / [Population group](#)
- Comparability over time and with different data sources (Census, LFS, GSS, etc.) in Canada
- Neutral question (no reference to sensitive terms: "visible minority", "race", "racial group", etc.)

Measuring ethnocultural diversity (population group/visible minorities) Considerations / Issues

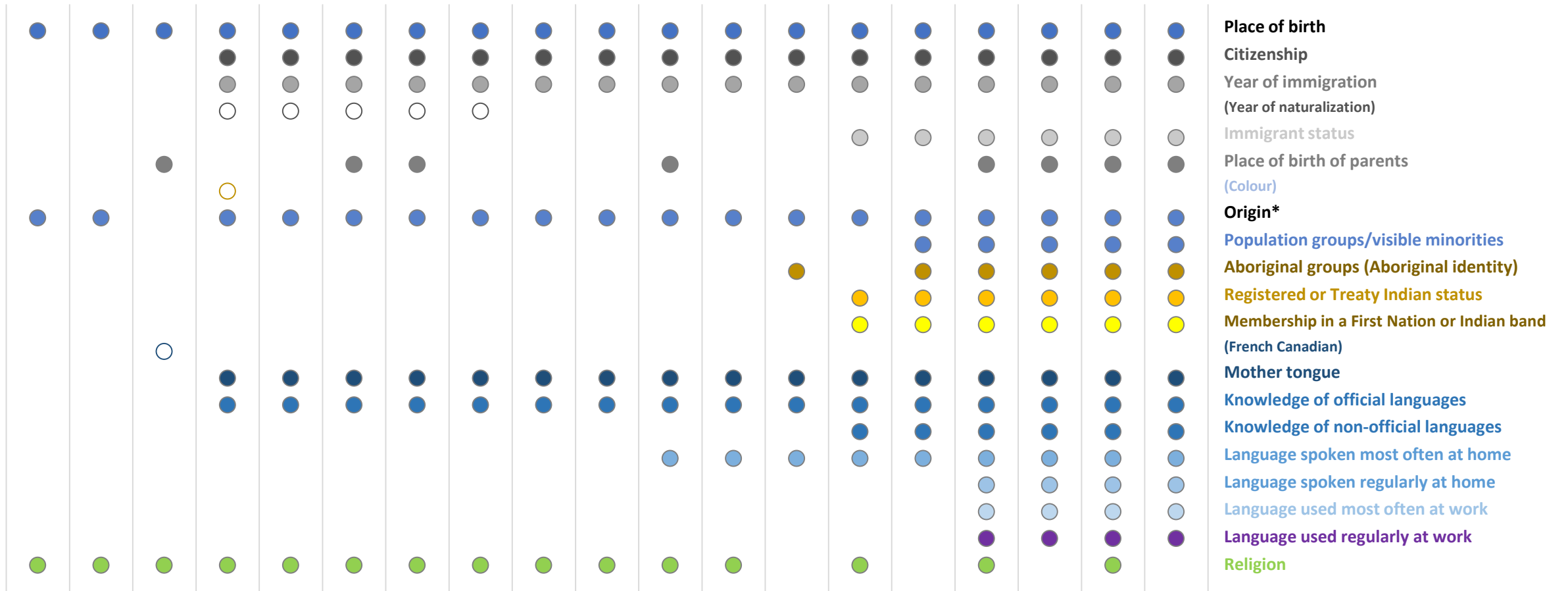
- Broader purpose
- Debate about terminology and definition
- Alternatives classification and operationalisation
- Reporting issues: finding a balance between the needs for more data disaggregation, regional differences and protecting confidentiality (especially with smaller populations, business/departments and geographies)
- Importance of historical perspective and to monitor situation over time



Measuring and unpacking ethnocultural diversity (several concepts)

Evolution of ethnocultural questions in the Canadian census

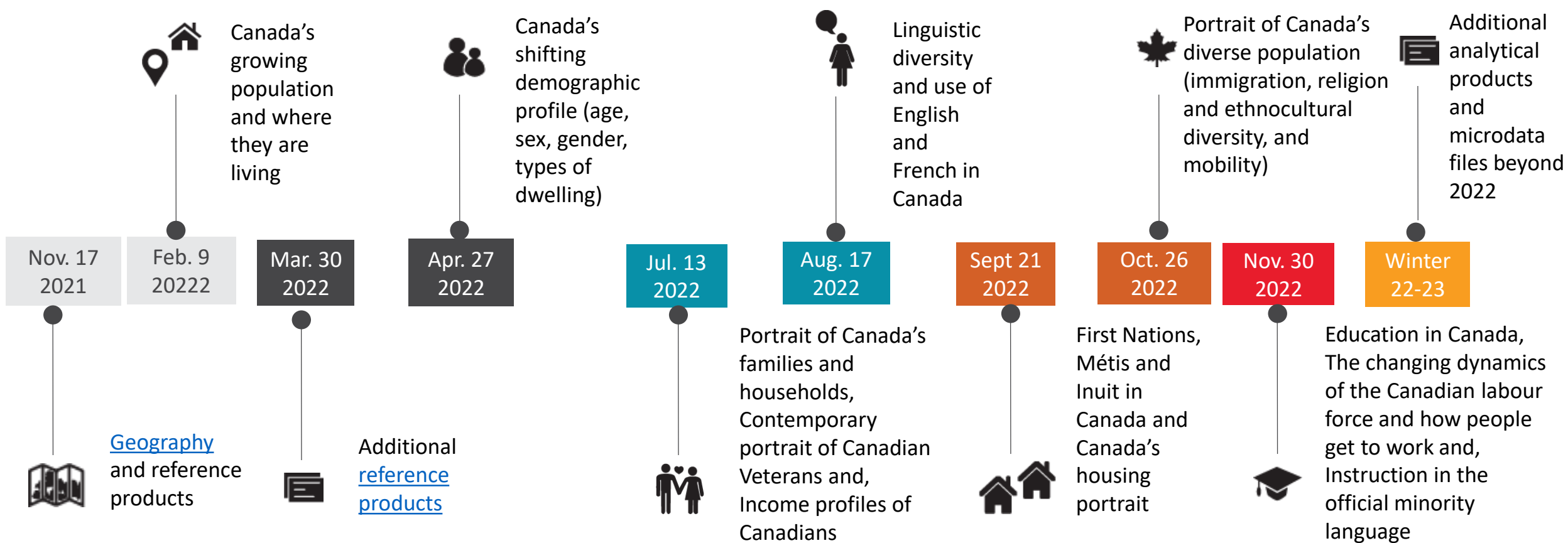
1871 1881 1891 1901 1911 1921 1931 1941 1951 1961 1971 1981 1986 1991 1996 2001 2006 2011 2016



Census of Population: unpacking the diversity

- Conducted every 5 years since 1981. Most recent census was conducted on May 11, 2021.
- Key data source on sociodemographic characteristics of the population in Canada
- Provides “building blocks” to define the groups in Canada:
 - [Ethnic or cultural origins](#)
 - Indigenous peoples ([Indigenous identity](#), [Indigenous group](#), [Registered or Treaty Indian status](#), [Membership in a First Nation or Indian Band](#), [Membership in a Métis organization or Settlement](#), etc.)
 - [Population group \(visible minority\)](#)
 - [Religion](#) (every 10 years)
 - Language ([mother tongue](#), [language spoken most often at home](#), [knowledge of official languages](#), etc.)
 - [Place of birth](#) of person, [Place of birth of parent](#) & [Generation status](#)
 - [Citizenship](#)
 - Immigration (for 2021 we will use administrative data from Immigration, Refugees and Citizenship Canada)
- Also includes demographic data (e.g., [gender](#), [sex at birth](#)), family composition, education, labour, housing, income, etc.
- Comparability at various levels of geography, over time and with various data sources

2021 Census of Population releases



Appendix

Overview of Statistics Canada data sources with ethnocultural information: 2017 to 2021

*Administrative Data

† Proxy identification

Social statistics

- Census of Population
- General Social Survey (all cycles)
- Canadian Social Survey
- Canadian Housing Survey
- Canadian Survey on Disability
- Crowdsourcing surveys on the Impacts of COVID-19 on Canadians (confidence in public institutions, discrimination, Perceptions of safety, etc.)

Labour statistics

- Labour Force Survey Supplement - Labour Market Impacts of COVID-19
- Public Service Employee Survey
- Pulse Survey on COVID-19 and its Impacts on Public Service Employees
- Staffing and Non-partisanship Survey
- Survey on Sexual Misconduct at Work
- Survey on Sexual Misconduct in the Canadian Armed Forces

Justice statistics

- Survey of Safety in Public and Private Spaces
- Canadian Legal Problems Survey
- Homicide Survey[†]
- *Police Administration Survey*^{*†}
- *Survey on residential facilities for victims of abuse*^{*†}
- *Uniform Crime Reporting Survey*^{*}

Education statistics

- National Graduates Survey
- Survey on Individual Safety in the Postsecondary Student Population
- Survey of Postsecondary Faculty and Researchers
- *Postsecondary Student Information System*^{*†}

Health statistics

- Canadian Community Health Survey
- Canadian Health Measures Survey
- COVID-19 Vaccination Coverage Survey
- Canadian COVID-19 Antibody and Health Survey
- Canadian Health Survey on Children and Youth
- Survey on COVID-19 and Mental Health
- Survey on Access to Health Care and Pharmaceuticals During the Pandemic

For more information, see [Surveys and statistical programs](#)