EmployESBC
Discover the talent within Quebec's English-speaking Black Community

SUMMARY REPORT 1

Summary Report

Informing, Supporting and Assessing the Impact of the EmployESBC Public, Private and Civil Society (PPCS) Venture

BCRC

Sobeys inc.

unabiiro

CEDEC

Commission scolaire English-Montréal
English Montreal School Board

sommet jeunes afro youth summit

Acknowledgements

Foreword

This report is one of several deliverables that make up the research project, entitled "Informing, Supporting and Assessing the Impact of the EmployESBC Public, Private and Civil Society (PPCS) Venture". The project was carried out by the Venture itself with the aim of assessing the efficiency of the Venture in carrying out its goals and offer a measurement framework that continuously assesses the Venture.

The main objective of this report is to map the state of the current labour market in the Greater Montreal Area (GMA) and the labour and employment characteristics of individuals belonging to the English-speaking Black Community in the GMA. This is done through a review of data and literature that offers relevant insights into the state of both the market and labour force stated above. The report is framed across five key research questions that address certain themes.

The research topics and questions covered in this report are of relevance to the Venture given that they allow for a better understanding of the needs surrounding two key stakeholders: job seekers and employers in the GMA. It offers a springboard for the Venture to take an evidence-based approach to continuously observing key indicators related to these stakeholders. It also allows for highly contextualized issues to be considered, where large amounts of data and research related to the subjects may not be available. Ultimately, this report aims to shed light on these issues, while also acknowledging the research gaps, and recognizing their importance in allowing the Venture partners to better understand how to best deliver on the objectives.

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Section 1: Introduction

This report will present the reader with information on the state of the labour market in the Montreal Census Metropolitan Area (CMA),[1] including discussing its status, labour market shortages, and other challenges. In addition, this report will present a labour force profile of Quebec's English-speaking Black population and assess where there may be opportunities to improve labour outcomes.

Over the past few years, the Greater Montreal Area (GMA) labour market, as with those around the world, has been impacted by the COVID-19 pandemic, rising interest rates, a rising cost of living, and the challenge of filling positions across industries.

Since the onset of the COVID-19 pandemic in March 2020,[2] data from Statistics Canada on the Montreal CMA have shown the unemployment rate peak at 15% in June 2020, before gradually decreasing over 2021, and hover between 5.3% and 4% in 2022; the 4% unemployment rate recorded in November 2022 was the lowest rate of unemployment recorded for the Montreal CMA in at least 15 years.[3]

The participation rate for the total population of the province of Quebec hovered between 65.8% and 67.7% in 2022 while the employment rate hovered between 62.4% and 64.4%, a relatively high rate compared to recent years.

Both Montreal and the province of Quebec have seen their number and rate of job vacancies increase dramatically in recent years. In fact, the number of vacant jobs in the Montreal CMA

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[1] The Census Metropolitan Area refers to "one or more adjacent municipalities centred on a population centre (known as the core). A CMA must have a total population of at least 100,000 based on data from the current Census of Population Program, of which 50,000 or more must live in the core based on adjusted data from the previous Census of Population Program. ("Illustrated Glossary Census metropolitan area (CMA) and census agglomeration (CA)." *Statistics Canada*, 9 Feb. 2022, www150.statcan.gc.ca/n1/pub/92-195-x/2021001/geo/cma-rmr/cma-rmr-eng.htm#shr-pg0.)

[2] Coronavirus disease (COVID-19) pandemic." *World Health Organization*, www.who.int/europe/emergencies/situations/covid-19. Accessed March 19, 2023.

[3] "Table: 14-10-0378-01: Labour Force Characteristics, Three-month Moving Average, Unadjusted for Seasonality." Statistics Canada, 7 July 2023, www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410037801.

grew by over 70% from 46,304 in the first quarter of 2021 to 79,104 in the second quarter of 2022.[4] In that same time, the job vacancy rate in the Montreal CMA also increased from 4.5% to 5.9% in the same period.[5]

With this increase in the number of jobs available, there was a simultaneous decrease in the available labour force. Given that there were 4,395 unemployed individuals in the English-speaking Black workforce according to the 2021 Census,[6] **the growing number of vacant jobs may present an opportunity for these unemployed individuals to benefit from forward-looking and sustainable employment opportunities**.

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[4] "Nombre de postes vacants, taux de postes vacants et taux horaire moyen des postes vacants, données trimestrielles non désaisonnalisées, régions administratives et ensemble du Québec." Institut de la statistique du Québec, http://statistique.quebec.ca/fr/produit/tableau/4223#tri_es=11512.
[5] Ibid.
[6] "Target Group Profile by gender, first official language spoken and visible minority group." 2021. Census, Statistics Canada.

Organizational Background

Founded in 1995, the Black Community Resource Centre (BCRC), is a growing resource-based not-for-profit organization located in Montreal, Quebec. The BCRC is a leader and advocate whose priority is to promote and support the wellbeing and success of Quebec's English-speaking Black Community (ESBC), as well as serving other marginalized groups. Its mission is to help identify and remove barriers to access to employment, education, healthcare, social and legal services. The BCRC serves to help empower the community with the capacity, resources and skills that are essential to the removal of these barriers and to ensure the optimization of the wellness and vitality of racialized and marginalized persons.

CEDEC (the Community Economic Development and Employability Corporation) works collaboratively and inclusively with majority and minority populations and Public, Private, and Civil Society (PPCS) sectors to improve the economic well-being of individuals and communities. CEDEC helps communities achieve sustainable economic success by identifying and leveraging their strongest existing assets for growth and investment.

- CEDEC focuses its work on areas requiring **significant innovation and creativity.**

- CEDEC provides coordinated, integrated leadership and contribute actively at all stages of economic development, **from ideas to action to results.**

CEDEC's objective is to promote how EmployESBC can match members of Montreal's Black Community to available jobs in the region, in turn generating positive economic benefits such as creating jobs, placing and upskilling workers, assisting businesses in filling available positions, and increasing wages and revenues, and ultimately, creating economic growth in the labour market of the GMA.

Defining the English-speaking Black Community

The English-speaking Black community (ESBC) refers to people who are both "Black" and "English-speaking" in the context of the province of Quebec. Both populations are minorities in Quebec society, which is why the ESBC is often categorized as a "double minority". In terms of defining this population more specifically, different sources of data and literature consulted for this report define these populations differently.

For the term "Black", there is no scientific definition that determines who is "Black" and who isn't, while in the case of "English-speaking", one may differentiate between those who speak English as a first language and those who speak English at any level and alongside other languages. For the purposes of this report, given that Statistics Canada plays an important role in helping to address the research questions, the authors have adopted the definition for "English-speaking" that aligns with Statistics Canada's categorization, unless otherwise stated. That is, the English-speaking Black population refers to people who **self-identify** as "Black" and who speak English as their **first official language** and/or are categorized as belonging to the **Official Linguistic Minority,**[7] which in the case of Quebec, are English speakers.

According to Statistics Canada, in 2021 there were 422,405 people in the province of Quebec who self-identified as "Black", which accounted for 5.1% of Quebec's total population; in the Montreal CMA, 340,135 people, or 8.1% of the population, self-identified as Black.[8]

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[7] "Official-language Minorities." Statistics Canada, www150.statcan.gc.ca/n1/pub/11-402-x/2008/50000/ceb50000_002-eng.htm.

[8] "Table: 98-10-0308-01: Visible Minority by Immigrant Status and Period of Immigration: Canada, provinces and territories, census metropolitan areas and census agglomerations with parts." Statistics Canada, www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=9810030801.

**Quebec and the Montreal CMA Black Populations by First Official Language Spoken –
Official Linguistic Minority**

According to the 2021 Census, there were 66,130 Black individuals in the Montreal CMA who
were classified as belonging to the Official Linguistic Minority (OLM), which, in the case of the
province of Quebec, is the English-speaking population. This report will concentrate on
describing the province of Quebec's population by the broader measure of First Official
Language Spoken,[9] which refers to Canada's two official languages and encompasses those who
have essentially identified speaking English over French, irrespective of knowledge of other
languages.

The English-speaking Black population referenced within this report represents the FOLS
population.

When speaking of the community more generally, outside of data-specific references, the ESBC
is defined as individuals who identify or are identified as "Black" and who are able to speak
English.

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[9] "First official language spoken is derived from the questions on knowledge of official languages
(Question 8), language spoken most often at home (Question 9b)) and mother tongue (Question 10). Refer
to Figure 1 Derivation of the First official language spoken for detailed information on the derivation
method." Additionally, this variable is associated with the Official Languages Act "for measuring the
demand for official languages when providing public communications and services." ("Dictionary,
Census of Population, 2021: First Official Language Spoken." Statistics Canada, 17 Nov. 2021,
www12.statcan.gc.ca/census-recensement/2021/ref/dict/az/Definition-eng.cfm?ID=pop034.)

Employment and Economic Characteristics of the English-speaking Black Population of Quebec

Being both a linguistic and racialized minority in Quebec, it is important for this report to consider the economic characteristics of both the linguistic and racialized groups in which the English-speaking Black population belongs. With regards to the English-speaking population in Quebec, there is some important background research to consider in trying to understand the labour market and wider economic characteristics.

In the build up to doing so, it should be considered that much of the research consulted uses the same or a similar definition for the English-speaking population as this report, which is based on Statistics Canada data on First Official Language Spoken (FOLS).

When taking into consideration historical employment challenges, the low representation of English speakers overall within Quebec's civil service remains front and centre. According to a 2019 report released by the Quebec English-Speaking Communities Research Network (QUESCREN) at Concordia University, mother-tongue English speakers made up 1% of Quebec's civil service despite accounting for more than 10% of the population in 2017.[10] This was a different outcome from that of "cultural communities" that went from making up 2.5% of the civil service workforce in 2004 to just under 10% in 2017. The report also discusses legislation related to hiring and employment practices and adds context to the discussion about the employment of English speakers in Quebec's civil service.

In 2020, as part of the research undertaken by the BCRC's Black in Quebec (BIQ) project, the vitality of Quebec's English-speaking Black population (referred to as ESBC) was assessed across five thematic areas: economics, education, health, psycho-social, and socio-cultural.

One of the first reports of the BIQ project, "Quebec's English-speaking Black Community: An Analysis of Outcomes and Information Gaps",[11] showed that the ESBC in Quebec faced several economic disparities compared to the total population and other racialized and linguistic communities in the province. The disparities related to measurements of employment, income

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[10] Cooper, Celine, et al. *Employment of English-Speakers in Quebec's Public Service*. Quebec English-Speaking Communities Research Network, Oct. 2019.
[11] Davids, John, and Xiaoyan Fang. "Quebec's English-Speaking Black Community: An Analysis of the Outcomes and Information Gaps." The Black Community Resource Centre, July 2021.

and poverty showed that the ESBC, and Quebec's Black community more generally, were experiencing worse economic and employment outcomes when compared to the total population, the visible minority population, and/or other visible minority populations.[12]

For instance, with an unemployment rate of 13.5% and around 28% of the population living below the Low-Income Cutoff (LICO), the English-speaking Black population had the worst outcomes for these indicators compared to the French-speaking Black population and the non-visible minority population of each official language in 2016 (footnote ibid). Furthermore, in 2016, Black Quebecers made an average income of $31,329 which was $11,217 less than the average income of Quebec's total population of $42,546.[13] This income gap had also been growing over time when compared to 2006 and 2001 data when the difference in average income between Black Quebecers and the population as a whole was $9,252 and $7,674.

When education was considered as a factor in these outcomes, the BIQ project found that these economic disparities persisted, regardless of educational outcome and specifically, the level of educational attainment. In other words, educated ESBC members also face high levels of economic disparity compared to the total population of the Montreal CMA. These disparities included a growing wage gap between Black Quebecers and the total population and a higher unemployment rate, regardless of educational level. The higher the level of educational attainment, the larger the income gap between Black and White Quebecers. The research also found that the income gap between the Black community and other populations had also grown over time.

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[12] Davids, John, and Xiaoyan Fang. "Quebec's English-Speaking Black Community: An Analysis of the Outcomes and Information Gaps." The Black Community Resource Centre, July 2021.

[13] Ibid.

Considering Information Gaps

The preliminary research for the BIQ project also identified several information gaps largely stemming from the collection and/or accessibility (or lack thereof) of data pertaining to Quebec's English-speaking Black population. These information gaps were present across all thematic areas, including economics, while challenges related to collecting and/or accessing data varied.

Finding multiple sources of visible minority data can pose a challenge. For example, Statistics Canada's Labour Force Survey, which collects data on the labour force characteristics of Canadians, only began to include visible minority status as a question in 2020.

Additionally, the survey does not capture information on linguistic groups and so, while more recent data was available on labour force outcomes of Black Quebecers, this data could not be segmented to observe English-speaking Black population outcomes specifically. This is an example of the types of limitations that exist in data collection with respect to the Official Linguistic Minority Communities across Canada. Other sources of limitation in the type and source of data collected could also stem from different legislation across jurisdictions.

For instance, the province of Quebec and its various institutions rarely collect "race-based data" and thus, for many sectors overseen provincially, there is little to no information pertaining to specific racialized groups. Additionally, the Communauté métropolitaine de Montréal,[14] which is this report's proxy for the geographies[15] referred to as GMA and Greater Montreal,[16] does not have accessible detailed race-based and linguistic data suitable for this research project, unlike Statistics Canada. Therefore, other sources of information from federal institutions, educational institutions, and non-governmental organizations may be required to provide more clarity.

Other challenges include the cost of accessing certain types of data, particularly disaggregated data. While certain institutions, like Statistics Canada, offer certain data sets to the public free of charge, data pertaining to specific population groups, in this case, the English-speaking Black population, and on specific themes, may not be publicly available and may come at a cost.

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[14] « À propos de la communauté métropolitaine de Montréal. » Communauté métropolitaine de Montréal, cmm.qc.ca/a-propos/. Accessed March 19, 2023.

[15] « Territoires et municipalités. » Communauté métropolitaine de Montréal, cmm.qc.ca/a-propos/territoires-et-municipalites/. Accessed March 19, 2023.

[16] « Cahiers métropolitains. » Communauté métropolitaine de Montréal, observatoire.cmm.qc.ca/cahiers-metropolitains-no10/. Accessed March 19, 2023.

Launching the EmployESBC Venture

In 2020-2021, the BCRC and CEDEC began discussions about the economic challenges facing the BCRC and the kind of initiatives that could be designed to address them. Both organizations recognized that there was a pool of skilled talent in Montreal's ESBC which was underutilized and underemployed; at the same time, there was a worker (or labour) shortage with many sectors where job openings remained unfilled. In March 2021, these discussions resulted in a Talent Matching pilot project, which was carried out with the participation of 18 employers and 52 job seekers from the ESBC in the Greater Montreal Area (GMA).

This pilot allowed for multiple interactions between job seekers and employers, leading to six talent-vacancy matches[17] and one effective hire. Even though the pilot did not result in a substantial number of hires, it provided valuable cues and information about the opportunity and how to take better advantage of it. The Talent Matching pilot revealed the need for a more collaborative and targeted matching mechanism (with directed job search) between the available labour supply pool of English-speaking Black talent and employers in the GMA.

Given the above, BCRC and CEDEC agreed to work together to create a PPCS Collaborative Venture, a continuation of BCRC's EmployESBC Pilot. The primary purpose of the Venture is to find more innovative and effective ways to match available Black, bilingual labour talent to available suitable job vacancies in the GMA. This is achieved through the following:

- Identifying and addressing the job and talent search challenges

- Reducing job search barriers

- Reducing the time for completing the placement process

- Decreasing talent search and placement costs for employers

- Increasing the possibility for employers with available jobs to hire available English-speaking Black talent from GMA

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[17] The term match is used here to refer to the meeting between the shortlisted job applicants and the potential employer.

In early 2022, the EmployESBC Venture submitted a research proposal to the Black Youth Socio-Economic Development Summit / Sommet socioéconomique pour le développement des jeunes des communautés noires (SdesJ) seeking funding for a potential research project on the effectiveness of the Venture. Once the proposal was approved in May of 2022, the EmployESBC Venture launched a research project aimed at informing, supporting, and assessing the effectiveness of the Venture in addressing the challenges faced by ESBC job seekers and employers in the GMA. This research project aims to survey and interview job seekers and employers, study their interactions with the Venture, and analyse labour market data, to better understand how the EmployESBC Venture could be improved and generate better results.

This is the first of three summary reports that will be generated as part of this research project. This first summary report consists of a review of general labour market and economic development data and information as well as a review of scholarly literature and selected studies.

Section 2: Scope of the Research

This report attempts to answer a series of research questions pertaining to the socio-economic characteristics and outcomes of Montreal's English-speaking Black population, the labour market in the Greater Montreal Area generally, and lastly, the work done so far by the Venture to match English-speaking Black job seekers with available employment opportunities.

A review of labour market data and a literature review were used to answer the research questions pertaining to the English-speaking Black population and community, along with references to the activities undertaken by the Venture.

    i.   The review of labour market data includes data from Statistics Canada and information from other institutions that provide insight on the market and labour trends; given the challenges faced in accessing data for a linguistic and visible minority group which is relatively small, in certain instances, the data may reflect a larger population (such as the Black population in the Montreal CMA more broadly and/or a larger geographic space such as the province of Quebec (as opposed to the Montreal CMA).

    ii.   The literature review focuses on relevant research papers on the integration and representation of the Black community.

The geographic scope of these research questions is indicated at each point to attempt to clarify the geography for the data presented. Most of the population data comes from Statistics Canada's Census of Population (the 2016 and 2021 surveys) at the Montreal Census Metropolitan Area (CMA) level.

As mentioned earlier, references to the Greater Montreal Area (GMA) should be considered as a reference for the geography of the Communauté métropolitaine de Montréal (CMM).

2.1 Research Questions

The report aims to explore and inform on the following five proposed research questions, to be able to attain the objectives and results outlined in the above sections.

Research Question 1: To what extent is the ESBC over or underrepresented across different industries, occupations, and decision-making positions in the GMA Labour Market?

Research Question 2: Do socio-economic *(age, sex, cohort, etc.)*, racial and ethnic factors affect the integration and participation of English-speaking Black Community members in the GMA labour force? If yes, how and to what extent? Is there data on participation rates by age, sex for ESBC; literature on racism, access to job markets, and inequality in labour markets; progress made in diversity hiring and engagement?

Research Question 3: To what extent is the available English-speaking Black talent of the GMA **bilingual** (English and French)? And what are their specific skill sets (technical, interpersonal, computer, language, etc.)?

Research Question 4: What types of immediate employment opportunities are available in the GMA that match the level of bilingualism and the identified skill sets of available talent in the English-speaking Black Community of Greater Montreal?

Research Question 5: what types of innovations and best practices have been developed and implemented to improve, direct and facilitate the matching between available talent (labour supply) of minority groups and suitable available job vacancies in their communities and/or geographic locations/regions?

2.2 Data and Methodology

Review of Literature

To research the socio-economic question pertaining to the ESBC, a literature review was conducted by using a key word search and accumulating academic articles, reports, and books which address the population of focus – the English-speaking Black population – wherever possible. For the question on bilingualism, the report used data from the 2021 Census of Population by Statistics Canada and looks specifically at the variable of Knowledge of Official Languages[18] to determine the share of members of the English-speaking population in the Montreal CMA that speak French.

Review of Labour Market Data

To research the general labour market and economic development of the Montreal CMA, data was collected from a number of institutions across private and public sectors. These institutions conduct research pertaining to the labour market and economic development but also vary in several ways, including in their mandates and geographic scope. The data collected spanned a wide range of indicators concerning economic development.

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[18] 'Knowledge of official languages' refers to whether the person can conduct a conversation in English only, French only, in both or in neither language. For a child who has not yet learned to speak, this includes languages that the child is learning to speak at home. ("Dictionary, Census of Population, 2016 Knowledge of official languages." Statistics Canada, 3 May 2017, www12.statcan.gc.ca/census-recensement/2016/ref/dict/pop055-eng.cfm.)

2.3 Definitions

i.   The Greater Montreal Area

The geography in which the EmployESBC Venture operates is referred to as the Greater Montreal Area (GMA). For the purposes of this research project, the Communauté métropolitaine de Montréal (CMM), also referenced as 'le Grand Montréal' or 'Greater Montreal'[19] will serve as a proxy for the GMA.

While the province's Institut de la statistique du Québec regularly relies on base data from Statistics Canada to develop its analyses at different levels across Quebec, it does not take into consideration the First Official Language Spoken (FOLS) variable nor visible minority data at the CMM or administrative region level. For this reason, this report has relied on the Statistics Canada geographic construct known as the Montreal Census Metropolitan Area (CMA),[20] which closely resembles the geography of the CMM.[21]

As Figure 1 on the next page shows, the Montreal CMA includes the island of Montreal, both Laval and the South Shore and extends as far west as Saint-Zotique and Saint-Lazare, as far east as Beloeil and Repentigny, as far north as Saint-Jerome and Saint-Lin in the Laurentides, and as far south as Saint-Jean-sur-Richelieu.

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[19] « La CMM appelle le nouveau gouvernement à agir rapidement pour préserver les espaces verts du Grand Montréal. » Communauté métropolitaine de Montréal, Oct. 2022, cmm.qc.ca/communiques/la-cmm-appelle-le-nouveau-gouvernement-a-agir-rapidement-pour-preserver-les-espaces-verts-du-grand-montreal/.

[20] The Census Metropolitan Area refers to "one or more adjacent municipalities centred on a population centre (known as the core). A CMA must have a total population of at least 100,000 based on data from the current Census of Population Program, of which 50,000 or more must live in the core based on adjusted data from the previous Census of Population Program. ("Illustrated Glossary Census metropolitan area (CMA) and census agglomeration (CA)." Statistics Canada, 9 Feb. 2022, www150.statcan.gc.ca/n1/pub/92-195-x/2021001/geo/cma-rmr/cma-rmr-eng.htm#shr-pg0.)

[21] "Cartothèque Cartes régionales et réseau municipal." Ministère des Affaires municipales et de l'Habitation, Gouvernement du Québec, www.mamh.gouv.qc.ca/organisation-municipale/cartotheque/cartes-regionales/.

This is different from Figure 2, which shows the Montreal Census sub-division,[22] which encompasses a smaller geography that does not include several parts of the island of Montreal and excludes the geography beyond the island.

Figure 1. The Montreal CMA
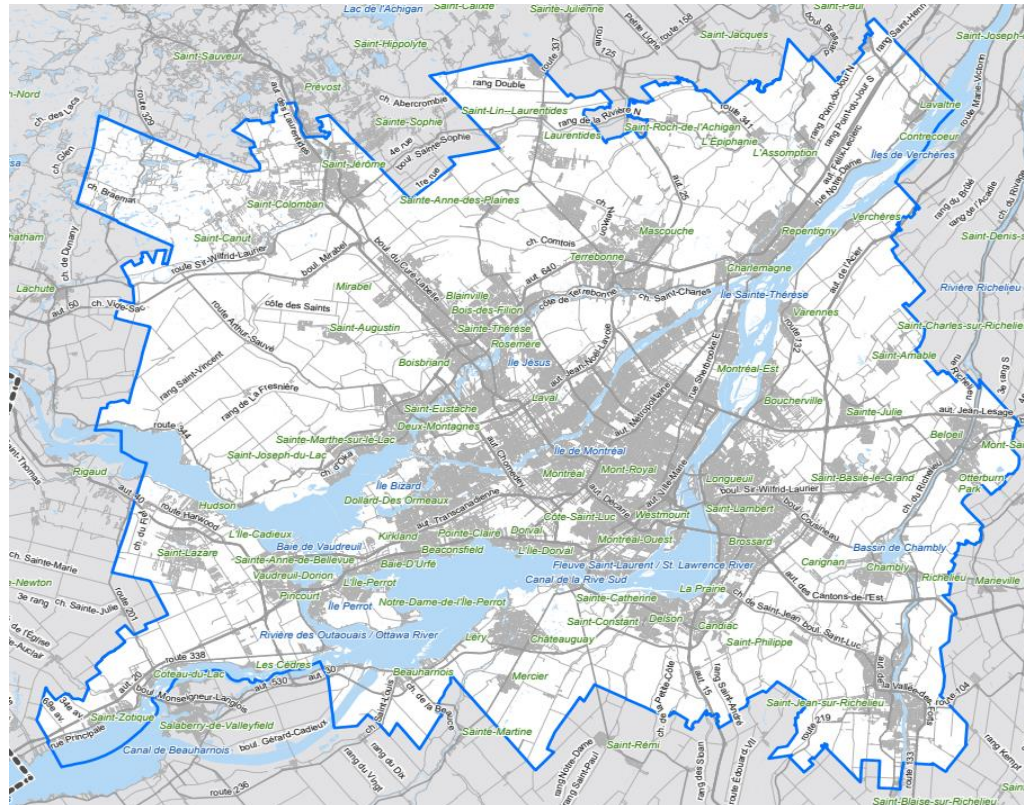
Source: Statistics Canada, Census of Population, 2021; Hydrography from Natural Resources Canada, Topographic Data of Canada, CanVec, 2019 Statistics Canada.**[23]**

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[22] Census subdivision (CSD) is the general term for municipalities (as determined by provincial/territorial) legislation) or areas treated as municipal equivalents for statistical purposes. ("Census subdivision: Detailed definition." Statistics Canada, www150.statcan.gc.ca/n1/pub/92-195-x/2011001/geo/csd-sdr/def-eng.htm.)

[23] "Census metropolitan area- Montreal." Statistics Canada, www12.statcan.gc.ca/census-recensement/2021/geo/maps-cartes/static-statique/pdf/S0503/2021S0503462.pdf. Map.

Figure 2. The Montreal Census Subdivision

Figure 2 shows a different representation of the Montreal Census subdivision.
Source: Statistics Canada, Census of Population, 2016, Hydrography from National Geographic
Database, 2016.[24]

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[24] "Census Subdivision- Montreal." Statistics Canada, cooperMap.

Figure 3. The Montreal Economic Region
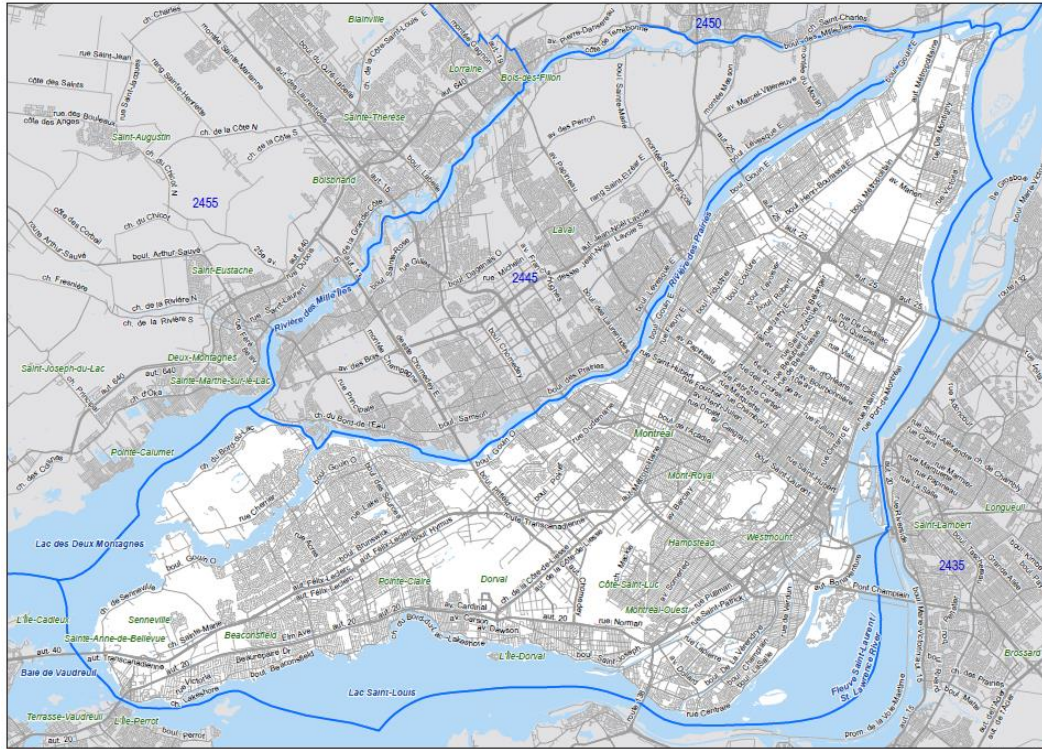
Figure 3 shows the Montreal Economic Region, which is equal to the Montreal administrative region of Quebec with the same name.

Source: Statistics Canada, Census of Population, 2016, Hydrography from National Geographic Database, 2016.[25]

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[25] An economic region (ER) is a grouping of complete census divisions (CDs), with one exception in Ontario, created as a standard geographic unit for analysis of regional economic activity. Within the province of Quebec, economic regions (régions administratives) are designated by law. ("Illustrated Glossary: Economic region (ER)." Statistics Canada, 9 Feb. 2022, www150.statcan.gc.ca/n1/pub/92-195-x/2021001/geo/er-re/er-re-eng.htm.)

Figure 4. The Communauté métropolitaine de Montréal
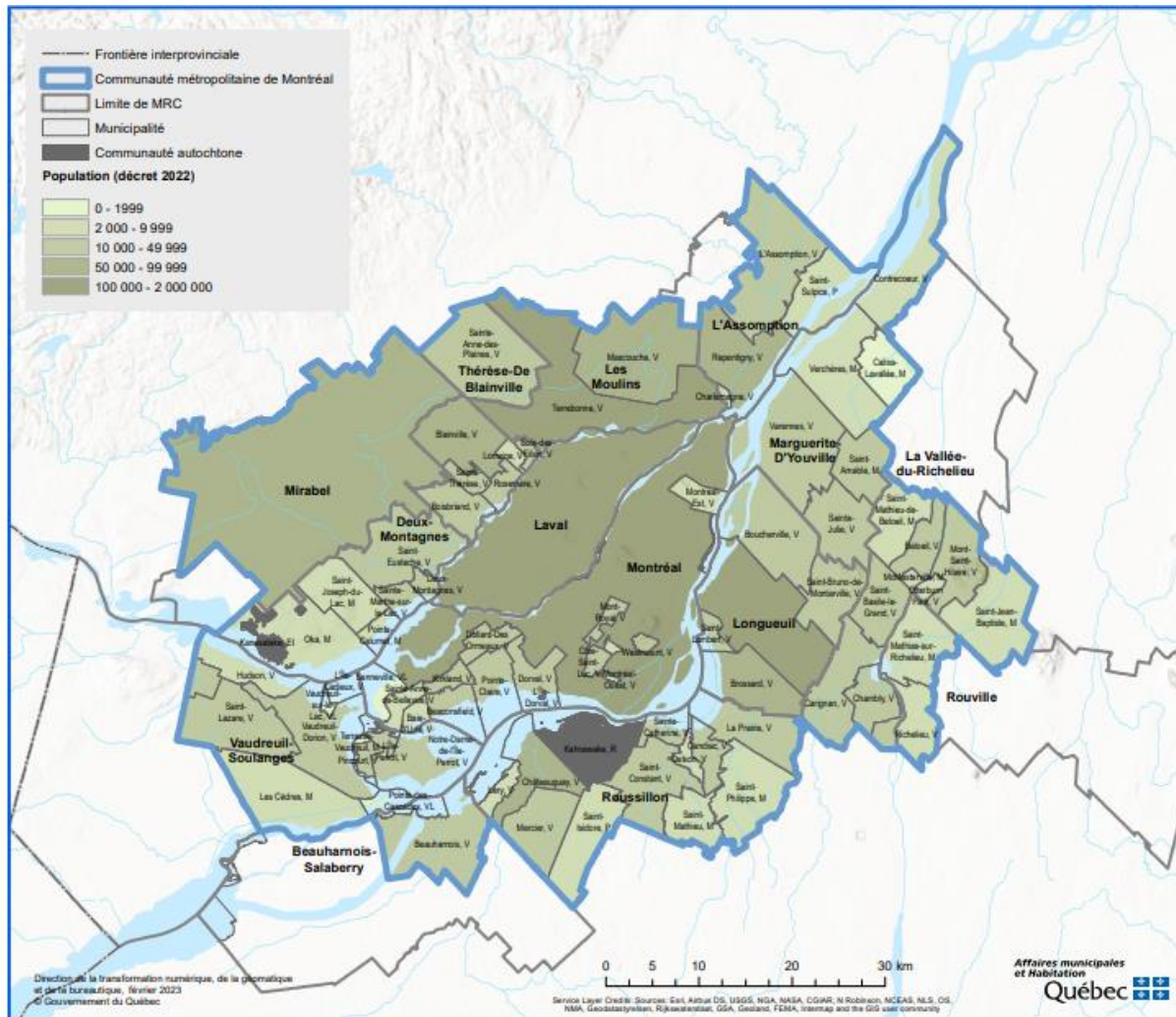
Figure 4 shows the municipalities that are included in the Communauté métropolitaine de Montréal, which is this research report's proxy for the Greater Montreal Area (GMA); it is similar in size, but not exactly the same, as the Statistics Canada geography of the Montreal Census Metropolitan Area (CMA).

Source: Ministère des Affaires municipales et de l'Habitation du Québec, 2023.[26]

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[26] "Cartothèque Cartes régionales et réseau municipal." Ministère des Affaires municipales et de l'Habitation, Gouvernement du Québec, https://www.mamh.gouv.qc.ca/organisation-municipale/cartotheque/cartes-regionales/.

ii.   **Representation and disproportionality**

Racial disproportionality: "The overrepresentation or underrepresentation of a racial group in a particular program or system, compared with their representation in the general population."[27]

Racial/ethnic representation: "The level of ethnic group representation is understood as the difference between the proportions of citizens and parliamentarians falling into certain ethnic groups."[28]

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[27] "Data Standards for the Identification and Monitoring of Systemic Racism." Government of Ontario, https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism/glossary.
[28] Ruedin, Didier. "Ethnic Group Representation in a Cross-National Comparison." The Journal of Legislative Studies, vol. 15, no. 4, 2009, pp. 335-54.

Section 3: Findings

This section aims to provide responses to each of the research questions by reporting on data from different sources relevant to the research and reviewing existing literature categorized under different themes.

Research Question #1

To what extent is the ESBC over or underrepresented across different industries, occupations, and decision-making positions in the GMA Labour Market?

Main Findings

- The English-speaking Black population is overrepresented across goods-producing industries such as mining, manufacturing and utilities; underrepresented across several service-producing industries, including public administration, education, ICT and real estate; and proportionally represented across three industries in the Montreal CMA, according to 2021 Census data.

- The English-speaking Black population is underrepresented across seven out of 10 occupations (NOC), including legislative and senior management occupations.

  The Black population is underrepresented within the BODs of provincial agencies, boards and committees, and has no representation among the BODs of corporations, hospitals and school boards across Montreal.

The English-speaking Black population accounts for 1.5% of Montreal CMA's workforce.

The term "representation" within the context of the English-speaking Black population in the Montreal CMA is defined as the proportion of individuals in the workforce who are Black and English-speaking in relation to the total workforce. This workforce data takes into account individuals aged 15 years and over in the labour force who worked at some point in time

between January 1, 2020, and May 8, 2021.[29] The English-speaking Black labour force population in the Montreal CMA totaled 34,305, while the total Montreal CMA labour force was 2,310,445, which means that the English-speaking Black workforce accounted for 1.5% of the Montreal CMA labour force. Thus, if the representation of the English-speaking Black population within an industry or occupational workforce is below 1.5%, that indicates that they are underrepresented, while if the representation of the English-speaking Black population is above 1.5%, that indicates that they are overrepresented. If the representation of the English-speaking Black population is 1.5%, that indicates that the English-speaking Black population has proportional representation in the workforce of said industry.

To observe representation across industries in the Montreal CMA, this study looked at data from Statistics Canada which categorize industries using the North American Industry Classification System[30] (NAICS). The same was done for the National Occupational Classification[31] (NOC) data, which categorize occupations.

To observe representation across decision making positions in the Montreal CMA, this report reviewed the findings from the *Diversity Leads 2020*[32] report published by the Diversity Institute from the TED Rogers school of Management at Toronto Metropolitan University. While access to information on ESBC representation across industry and occupations was available, the information regarding decision-making positions did not factor in language, referring to Montreal's Black community as a whole and not the ESBC specifically.

The English-speaking Black workforce is underrepresented in service-producing industries such as education, ICT and real estate; it is overrepresented in goods-producing sectors.

When observing representation across all the different industries, this report distinguished between industries in the goods-producing sector and industries in the services-producing sector.[33] The data observed showed that across all five industries in the goods-producing sector, the ESBC is significantly overrepresented across all industries. The lowest level of representation for the English-speaking Black workforce was in Construction with 4.4% of the

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[29] "Target Group Profile by gender, first official language spoken and visible minority group." 2021. Census, Statistics Canada.

[30] "North American Industry Classification System (NAICS) Canada 2017 Version 3.0." Statistics Canada, www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=1181553.

[31] "National Occupational Classification (NOC) 2021 Version 1.0." Statistics Canada, www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=1322554.

[32] Cukier, Wendy, et al. Diversity Leads: Diverse Representation in Leadership. Diversity Institute, Aug. 2020.

[33] "Variant of NAICS 2017 Version 3.0 - Goods and services producing industries." Statistics Canada, www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=1206276.

total Montreal CMA workforce, while the highest level of representation for the English-speaking Black population was in Mining, quarrying, oil and gas production with 5.5% of the workforce.[34]

As a whole, the goods-producing sector had a total workforce of 79,300 with 3,920 of those individuals being members of the English-speaking Black workforce (4.9%). Thus, the representation of the English-speaking Black population in the Goods-producing sector was higher than the representation of the English-speaking Black population in the Montreal CMA workforce as a whole (1.5%). It is important to note that the goods-producing sector, with a workforce of 79,300, paled in size in comparison to the services-producing sector, which had a workforce of 1,883,440.

Within the services-producing sector, the English-speaking Black workforce was overrepresented in only five out of 15 industries. The industries where the English-speaking Black population were overrepresented included: Administrative and support, waste management, and remediation services (2.8%), Transportation and warehousing (2.3%), Health care and social assistance (2.3%), Management of companies and enterprises (1.7%), and Accommodation and food services (1.6%). The ESBC were underrepresented in seven out of 15 industries. The industries where the English-speaking Black population was underrepresented included: Public administration (0.7%), Real Estate, rental, and leasing (1%), Professional, scientific, and technical services (1%), Educational services (1%), Arts, entertainment, and recreation (1.1%), Information and cultural industries (ICT) (1.2%), and Finance and insurance (1.3%). There were three industries where the English-speaking Black population had proportional representation, making up precisely 1.5% of the workforce: Wholesale trade, Retail trade, & Other services (excluding Public administration).

Thus, out of the 20 industries which make up the NAICS, the English-speaking Black population was overrepresented across 10 industries, underrepresented across seven industries, and proportionally represented across three industries.

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[34] This data takes into account individuals aged 15 years and over in the labour force who have worked at some point in time between January 1, 2020, and May 8, 2021.

Table 1. Industry Workforce in the Montreal CMA (Goods-producing Sector)

Industry	Total Workforce	English-speaking Black Workforce	% of total workforce that is from the English-speaking Black workforce
Agriculture, forestry, fishing, and hunting	1,675	80	4.8%
Mining, quarrying, and oil and gas Extraction	900	50	5.5%
Utilities	1,210	60	5%
Construction	22,245	980	4.4%
Manufacturing	53,270	2,750	5.2%
Goods-producing sector	**79,300**	**3,920**	**4.9%**

Source: Adapted from Statistics Canada, Target Group Profile by gender, first official language spoken and visible minority group, 2021 Census of Population. This does not constitute an endorsement by Statistics Canada of this product.

Table 2. Industry Workforce in the Montreal CMA (Services-producing Sector)

Industry	Total Workforce	English-speaking Black Workforce	% of total workforce that is from the English-speaking Black Workforce
Wholesale trade	93,145	1,385	1.5%
Retail trade	267,630	3,905	1.5%
Transportation and warehousing	123,840	2,905	2.3%
Information and cultural industries	69,615	870	1.2%
Finance and insurance	108,460	1,360	1.3%
Real estate, rental and leasing	39,140	385	1%
Professional, scientific, and technical services	227,945	2,295	1%
Management of companies and enterprises	4,085	70	1.7%
Administrative and support, waste management, and remediation services	97,135	2,695	2.8%
Educational services	185,620	1,865	1%
Health care and social assistance	306,960	6,965	2.3%
Arts, entertainment and recreation	40,295	450	1.1%
Accommodation and food services	119,135	1,855	1.6%
Other services (except public administration)	92,710	1,360	1.5%
Public administration	107,725	805	0.7%
Services-producing Sector	**1,883,440**	**29,170**	**1.5%**

Source: Adapted from Statistics Canada, Target Group Profile by gender, first official language spoken and visible minority group, 2021 Census of Population. This does not constitute an endorsement by Statistics Canada of this product.

English-speaking Black workforce is underrepresented in legislative and senior management positions

Across all occupations in the Montreal CMA, the English-speaking Black workforce was overrepresented in three out of the 10 different occupations: Health occupations (2.6%), Occupations in Manufacturing and utilities (2.1%), and Sales and service occupations (2.1%). The ESBC were underrepresented across seven of the 10 different occupations: Legislative and Senior management occupations (0.3%), Natural and applied sciences and related occupations (0.9%), Occupations in Art, culture, recreation, and sport (1%), Natural resources, agriculture, and related production occupations (1%), Occupations in Education, law and social, community, and Government services (1.1%), Business, finance, and administration occupations (1.2%) and Trades, transport, and equipment operators and related occupations (1.4%).[35]

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[35] This data takes into account individuals aged 15 years and over in the labour force who worked at some point in time between January 1, 2020, and May 8, 2021.

Table 3. Occupational Workforce in the Montreal CMA

Occupation	Total Workforce	English-speaking Black Workforce	% of total workforce that is from the English-speaking Black Workforce
Legislative and senior management occupations	44,180	150	0.3%
Business, finance, and administration occupations	441,915	5,225	1.2%
Natural and applied sciences and related occupations	217,730	2,045	0.9%
Health occupations	181, 595	4,640	2.6%
Occupations in Education, law and social, community, and government services	287,550	3,160	1.1%
Occupations in Art, culture, recreation, and sport	95,665	960	1%
Sales and service occupations	565,390	10,270	1.8%
Trades, transport, and equipment operators and related occupations	313,805	4,550	1.4%
Natural resources, agriculture, and related production Occupations	17,450	180	1%
Occupations in manufacturing and utilities	91,210	1,875	2.1%

Source: Adapted from Statistics Canada, Target Group Profile by gender, first official language spoken and visible minority group, 2021 Census of Population. This does not constitute an endorsement by Statistics Canada of this product.

The Black population is underrepresented on Boards of Directors of provincial agencies, boards and commissions, and has no representation on Boards of Directors of corporations, of hospitals and of school boards across the Greater Montreal Area.

Decision-Makers are individuals in leadership and supervision roles, who make decisions affecting the operation of a business or organization.[36] In order to assess the representation of ESBC in decision-making roles, this study looks at the Black population's participation on the Board of Directors (BOD) of organizations and businesses, given that BODs are a key decision-making actor within an organization. This part of the study focuses mostly on BODs only because of the great limitations of publicly available data that speaks to ESBC representation in decision-making positions. However, other indicators which have been observed may arguably be considered as decision-making positions, such as "Senior Management" occupations in which the ESBC had the lowest amount of representation across all occupations (0.3%).

To observe representation across BODs, this part of the study exclusively relies on the work carried out by Cukier et al. at the Diversity Institute in the Ted Rogers School of Management at Toronto Metropolitan University.[37] In 2020, the authors released a report entitled *Diversity Leads*, which attempted to map the representation of Black people, racialized people, and women within boards of directors across eight major Canadian cities. The methodology used relied on the observation of photographs of BODs, based on which researchers were able to collect data on 9,843 individuals across the country. The report found that in the GMA, there were no Black board members in the corporate sector, voluntary sector, hospitals, or education sector (Table 4). Black board members were overrepresented in the municipal agencies, boards and commissions (ABC).[38] Although the BODs of provincial ABCs included Black board members, the latter were underrepresented, accounting for only 1.9% of BODs. Unfortunately, the *Diversity Leads* report did not use language as an indicator and thus does not speak to the outcomes of the ESBC as a whole but rather the Black community as a whole. Also, due to the difficulty associated with the research itself and the data collection process specifically, the scope of the study also obviously had its limitations.

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[36] Indeed Editorial Team. "Decision Makers: Definition and Why They're Important." Indeed, ca.indeed.com/career-advice/finding-a-job/decision-makers.

[37] Cukier, Wendy, et al. Diversity Leads: Diverse Representation in Leadership. Diversity Institute, Aug. 2020.

[38] ABC's refer to agencies, boards, and commissions. (Cukier, Wendy, et al. *Diversity Leads: Diverse Representation in Leadership*. Diversity Institute, Aug. 2020.)

Table 4. Representation of Black people on Boards of Directors in GMA

Sector	Black people %	Number of Black people	Total Board members
Municipal ABC's	13.9%	20	144
Provincial ABC's	1.9%	5	268
Corporate Sector	0.0%	0	388
Voluntary Sector	0.0%	0	200
Hospital Sector	0.0%	0	52
University and College Leaders	0.0%	0	188
School Board Directors	0.0%	0	109
Overall	1.9%	25	1,349

Source: Cukier et al., the Diversity Institute in the Ted Rogers School of Management at Toronto Metropolitan University.[39]

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[39] Cukier, Wendy, et al. Diversity Leads: Diverse Representation in Leadership. Diversity Institute, Aug. 2020.

Research Question #2

Do socio-economic *(age, sex, cohort, etc.)*, racial and ethnic factors affect the integration and participation of English-speaking Black Community members in the GMA labour force? If yes, how and to what extent? Is there data on participation rates by age, sex for ESBC; literature on racism, access to job markets, and inequality in labour markets; progress made in diversity hiring and engagement?

Main Findings

- The English-speaking Black population in the Montreal CMA had a participation rate of 62.9%, according to 2016 Census data, which was lower than the average rate of 65.6% for the English-speaking Montreal CMA population.

- The participation rate of the English-speaking Black population aged 15-19 and 65+ was much lower than that of the English-speaking Montreal CMA population.

- The participation rate of French-speaking Black population aged 15 to 19 years was much lower than that of the French-speaking Montreal CMA population, but much higher in the case of the 65+ age bracket.

- Black people and other racialized people from immigrant backgrounds face additional challenges related to the recognition of foreign diplomas and education, along with the incompatibility of their fields of experience with the Quebec labour market.

- Lack of French and employment discrimination are significant barriers to labour market integration.

Participation rate of English-speaking Black population is significantly lower than that of the English-speaking Montreal CMA population, especially in the 15 to 19 and 65+ age brackets.

According to Statistics Canada, the participation rate for a particular group (age, sex, marital status, geographic area, etc.) is the total labour force in that group expressed as a percentage of the total population in that group.[40]

According to Table 5 the participation rate of the English-speaking Black population in the Montreal CMA was less than that of the English-speaking Montreal CMA population in 2016. The difference in participation rate was most apparent in the 65+ age bracket where the participation rate of English-speaking Black population was 21% less than that of the English-speaking Montreal CMA population, and the 15 to 19 age bracket, where the participation rate of the English-speaking Black population was 17% less than that of the English-speaking Montreal CMA population. Among the English-speaking Black population, these two age groups also had significant within-group gender differences, with women persistently having significantly lower than average participation rates than men in the younger age cohort, while men had a significantly lower than average participation rate in the older age cohort (Table 5).

These tables also show that there are significant differences in participation rate between the English-speaking Black population and French-speaking Black population, especially when focusing on the same two age discussed above (15 to 19 and 65+). For example, the participation rate of Black French-speaking youth was 32% less than the rate of the French-speaking Montreal CMA population, while for the older cohort of 65+, the participation rate was 50% higher. This suggests that on participation rates, the outcomes between the English-speaking and French-speaking Black populations varied significantly.

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[40] "Dictionary, Census of Population, 2021, Participation rate." Statistics Canada, www12.statcan.gc.ca/census-recensement/2021/ref/dict/az/Definition-eng.cfm?ID=pop108.

Table 5. Percent Difference in the Participation Rate of Black vs. Total Population of Montreal CMA

% Difference in Participation Rate between Black and Total Montreal CMA Population									
Montreal CMA 2016	Total Black Population			English-speaking Black Population			French-speaking Black Population		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total Population aged 15 years and older	5%	3%	7%	-4%	-5%	-3%	6%	4%	9%
15 to 19 years	-27%	-29%	-26%	-17%	-8%	-25%	-32%	-36%	-29%
20 to 24 years	-6%	-7%	-6%	3%	1%	4%	-10%	-10%	-9%
25 to 44 years	-4%	-4%	-4%	-3%	-3%	-4%	-5%	-5%	-5%
45 to 64 years	6%	5%	7%	1%	-1%	4%	8%	8%	8%
65 years and over	26%	28%	30%	-21%	-22%	-13%	50%	47%	55%

Source: CEDEC, Statistics Canada, 2016 Census of Population

Employment discrimination is key barrier in Montreal's labour market.

In terms of barriers to employment, literature addresses employment discrimination and the impact of limited knowledge of French in Montreal. On employment discrimination, Paul Eid addresses this question in the context of Montreal and studies the impact of race and discrimination on the job-matching process.

The study does not, however, consider language as a factor and, thus, while it is of relevance to the Black community as a whole, it doesn't touch upon the cross-section of race and language. In his report published by Quebec's Commission for Human and Children's Rights, Paul Eid states that "there are at least four intersecting grounds for discrimination: "race", colour, age, sex and social condition". [41]

The literature points out that racialized people "are more likely to be excluded from civic life, or when they do become involved in it, they must overcome additional obstacles in order to gain access to the same opportunities as non-racialized persons"[42] (Eid, pg.15). Often, racialized people who are in the job market are faced with the barrier of employment discrimination which is rooted in the racial prejudices hiring staff may possess. **Employment discrimination** leads to higher rates of poverty and unemployment for minority groups, as well as lower wages for people who are employed and sometimes highly educated.[43]

Eid also wrote a paper in 2012 that showed that new racialized immigrants have a harder time integrating into the socioeconomic sphere compared to Canadian born people and European immigrants from earlier cohorts.[44] Reasons attributed to such marginalization include **the non-recognition of foreign diplomas and education**, the **incompatibility of the fields of experience of immigrants with the Quebec labour market** and **the levels of Francization within those cohorts**. However, racism and discrimination during the hiring process are generally rarely seen as a factor in the socioeconomic outcomes of racialized minority groups.

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[41] Eid, Paul. Racial Profiling and Systemic Discrimination of Racialized Youth: Report of the consultation on racial profiling and its consequences. Commission des droits de la personne et des droits de la jeunesse, 2011.

[42] Eid, Paul. Racial Profiling and Systemic Discrimination of Racialized Youth: Report of the consultation on racial profiling and its consequences. Commission des droits de la personne et des droits de la jeunesse, 2011.

[43] Eid, Paul. Racial Profiling and Systemic Discrimination of Racialized Youth: Report of the consultation on racial profiling and its consequences. Commission des droits de la personne et des droits de la jeunesse, 2011.

[44] Eid, Paul. "Les inégalités « ethnoraciales » dans l'accès à l'emploi à Montréal : le poids de la discrimination." Migration et marché du travail au Québec, vol. 53, no. 2, Sept. 2012, pp. 415-450.

When it comes to racialized people born and raised in Quebec, their levels of unemployment were still higher than in the non-racialized Quebec population even if the former had completely assimilated within the culture. Eid used the fictive resumé test as a means of testing for hiring discrimination in the last 50 years and the test has been used in many cities and countries. To conduct this test, 581 pairs of comparable resumés were sent, with the only difference being the names they were marked with, some being "Franco-Québécois" and others African, Arabic and Latino. The results showed that resumés marked with non-French Québécois names are less likely to be followed up with than those who do. This test was conducted in Montreal with both qualified jobs and non/less qualified ones and showed similar results; qualified jobs here referring to positions requiring a significant degree of education.

Majority candidates applying for qualified jobs were called back at a frequency of 30.2%, while minority candidates were called back at a frequency of 18.3%,[45] which means citizens who were part of the majority were 1.65 times more likely to have a job interview than minority citizens. As for non or less qualified jobs, majority candidates were called back at a frequency of 46.4%, while minority candidates were called back at a frequency of 28.7%, making the former 1.62 times more likely to be called in for an interview.[46] In other words, gross discrimination rates for qualified jobs were 34.5%, and 34.7% for less qualified jobs.[47]

Candidates with an African sounding name were less likely to be called back in comparison to candidates with Arab or Latino names when applying for qualified jobs; the gross discrimination rates were 38.3%, 33.3% and 30.6%, respectively, and 42.1%, 35.1% and 28.3%, respectively, for less or non-qualified jobs.[48] Thus, while other factors such as lower levels of Francization[49] and incompatible skills are factors in the employment hardships experienced by racialized communities in Montreal, there is also a pattern of racial discrimination perpetuated by hiring staff, specifically during the early stages of the hiring process. The language layer is also added when looking at English-speaking racialized people.

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[45] Eid, Paul. "Les inégalités « ethnoraciales » dans l'accès à l'emploi à Montréal : le poids de la discrimination." Migration et marché du travail au Québec, vol. 53, no. 2, Sept. 2012, pp. 415-50.
[46] Eid, Paul. "Les inégalités « ethnoraciales » dans l'accès à l'emploi à Montréal : le poids de la discrimination." Migration et marché du travail au Québec, vol. 53, no. 2, Sept. 2012, pp. 415-50.
[47] Eid, Paul. "Les inégalités « ethnoraciales » dans l'accès à l'emploi à Montréal : le poids de la discrimination." Migration et marché du travail au Québec, vol. 53, no. 2, Sept. 2012, pp. 415-50.
[48] Eid, Paul. "Les inégalités « ethnoraciales » dans l'accès à l'emploi à Montréal : le poids de la discrimination." Migration et marché du travail au Québec, vol. 53, no. 2, Sept. 2012, pp. 415-50.
[49] Gyulai, Linda. "Low Unemployment Rates in Quebec Mask Systemic Discrimination, Experts Say." The Montreal Gazette, 15 Dec. 2019.

Employment discrimination is also discussed by Grace-Edward Galabuzi and Sheila Block in the 2011 paper entitled *Canada's Colour Coded Labour Market: The gap for racialized workers.*[50] Their conclusion suggests that "racialized groups face a labour market in which racially defined outcomes persist and considers discrimination in employment as a contributing factor to these racial disparities in labour market outcomes". [51] However, they also acknowledge the changing nature of the labour market to be an important factor.

Lack of French is the most significant barrier to labour market integration.

Other literature on integration includes the 2022 publication from Quebec's Provincial Employment Roundtable (PERT), the *2021 Employment Survey of English-speaking Quebecers and Organizations.*[52] PERT conducted a two-part online survey with English-speaking respondents (259 individuals) and respondents from organizations "that serve and/or employ English speakers" [53] (29 organizations). The organizations that participated in the survey, from largest to smallest in proportion, were defined as being 1) employers of English speakers, 2) serving English speakers or 3) advocating for English speakers; the majority of these organizations were located in the Montreal administrative region (the island of Montreal). Surveys were conducted between September 2021 and February 2022.[54]

PERT listed several key findings on barriers to employment, as well as integration and participation:

- The lack of French-language skills was the most common barrier to employment experienced by individual respondents, with 67% of respondents pointing out that they had experienced this barrier in the last three years. [55]

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[50] Block, Sheila, and Grace Edward-Galabuzi. Canada's Colour Coded Labour Market: The Gap for Racialized Workers. Canadian Centre for Policy Alternatives, Mar. 2011.

[51] Block, Sheila, and Grace Edward-Galabuzi. Canada's Colour Coded Labour Market: The Gap for Racialized Workers. Canadian Centre for Policy Alternatives, Mar. 2011.

[52] The Provincial Employment Roundtable. 2021 Employment Survey of English-speaking Quebecers and Organizations. The Provincial Employment Roundtable, 2022.

[53] The Provincial Employment Roundtable. 2021 Employment Survey of English-speaking Quebecers and Organizations. The Provincial Employment Roundtable, 2022.

[54] The Provincial Employment Roundtable. 2021 Employment Survey of English-speaking Quebecers and Organizations. The Provincial Employment Roundtable, 2022.

[55] The Provincial Employment Roundtable. 2021 Employment Survey of English-speaking Quebecers and Organizations. The Provincial Employment Roundtable, 2022.

- The lack of French-language skills was suggested as a significant barrier to employment for the English-speaking community, with about 75% of organizational respondents considering this a barrier.

- Roughly 31% of individual respondents indicated that, in their experience, linguistic discrimination and/or employer bias based on language had been a barrier to employment in the labour market in the last three years. [56]

- French-language training was identified as the leading program that would benefit their employability. It pointed out that 53% of individuals identified intensive French-language training as a beneficial program, while 49% of them indicated workplace-integrated French-language training would be beneficial.

- Another 84% of organizational respondents indicated that workplace-integrated French-language training would most benefit English speakers. Workplace integrated skills development was the second-most chosen program: 72% of organizations indicated this would be beneficial for English speakers.

- Roughly 46% of organizations indicated that a lack of information and resources on employment and training were significant barriers to English speakers in the labour market. [57]

Ultimately, when combined, the work of Paul Eid, Black and Galabuzi, and the Provincial Employment Roundtable of Quebec (PERT) demonstrate how employment discrimination can be a barrier to employment, how race can impact employment discrimination, how linguistic discrimination is perceived, how both employers and individuals see lack of French-language skills as a key barrier to employment, and how there is a demand for workplace-integrated, French-language training.

Thus, English-speaking Black Montrealers, given their racialized and linguistic minority status, are at risk of facing several forms of discrimination when trying to access and participate in the labour market. This does not take into account that a relatively high rate of Black individuals in the GMA are first-generation immigrants and are subject to barriers that first generation

[56] The Provincial Employment Roundtable. 2021 Employment Survey of English-speaking Quebecers and Organizations. The Provincial Employment Roundtable, 2022.
[57] The Provincial Employment Roundtable. 2021 Employment Survey of English-speaking Quebecers and Organizations. The Provincial Employment Roundtable, 2022.

immigrants face. These barriers include linguistic and cultural challenges, adaptation challenges, accreditation requirements, inadequate social networks and limited skill transferability.[58]

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[58] Hou, Feng, et al. "Recent Trends in Over-education by Immigration Status." Statistics Canada, 13 Dec. 2019, www150.statcan.gc.ca/n1/pub/11f0019m/11f0019m2019024-eng.htm.

Research Question #3

To what extent is the available English-speaking Black talent of the GMA **bilingual** (English and French)? And what are their specific skill sets (technical, interpersonal, computer, language…etc.)?

Main Findings

- The English-speaking Black population in the Montreal CMA had a bilingualism rate of 58.3%, which is higher than the bilingualism rate of the Montreal CMA (56.7%), the French-speaking Black population (42.9%), the province of Quebec (46.6%), and Canada (18%), according to 2021 Census data.

- The bilingualism rate of the English-speaking Black population of the Montreal CMA has slightly declined in recent years. In contrast, the rate has increased in the French-speaking Black population over the same period, and in the Montreal CMA, Quebec population and Canada.

- As of 2021, 46% of the English-speaking Black population of the Montreal CMA had no postsecondary certificate, diploma or degree; this share has declined from 49% in 2016.

- Educational attainment in the university setting grew within the English-speaking Black population of the Montreal CMA across all levels of university education.

- The six most popular fields of study in the English-speaking Black population in 2021 were Business, management and public administration, Health and related fields, Social and behavioural sciences and law, and Architecture, engineering, and related trades.

Montreal CMA's English-speaking Black population has higher bilingualism rate than French-speaking peers, as well as Montreal CMA, Quebec and Canada as a whole.

In trying to understand the rate of English-French bilingualism in the English-speaking Black population, 2021 Census data was used from Statistics Canada on the number of Black people within the Official Linguistic Minority (OLM) who possessed a knowledge of French. It also compares this to the "knowledge of" languages within other linguistic groups and observes the "knowledge of English" within the French-speaking community to understand the rate of bilingualism within that linguistic group.

Table 6a shows that 66,125 respondents who identified as Black were also a part of the OLM in the Montreal CMA. Of those respondents, 38,570, or 58.3%, indicated that they had "Knowledge of English and French".[59] In comparison, this rate was higher than the bilingualism rate of 42.9% for the French-speaking population in the Montreal CMA, and 56.7% for the total population of the Montreal CMA. Quebec's bilingualism rate was 46.6%,[60] while Canada's bilingualism rate was 18% for the total population.[61]

When comparing Census data for the Montreal CMA between 2016 and 2021, the bilingualism rate of the English-speaking Black population declined slightly from 59% in 2016 to 58.3% in 2021.[62] In contrast, the rate for the French-speaking Black population increased from 41.2% to 42.9%, while that of the total population of the Montreal CMA grew from 55.1% to 56.7%,[63] the rate for Quebec increased from 44.5% to 46.6%,[64] while the bilingualism rate of Canada increased slightly from 17.9% to 18%.[65]

Ultimately, the English-speaking Black population had a relatively high rate of bilingualism when compared to the national and provincial average. Additionally, when compared to the

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[59] "Target Group Profile by gender, first official language spoken and visible minority group." 2021. Census, Statistics Canada.

[60] "More than one language in the bag: The rate of English–French bilingualism is increasing in Quebec and decreasing outside Quebec." 17 Aug. 2022. Statistics Canada, www150.statcan.gc.ca/n1/pub/11-627-m/11-627-m2022052-eng.htm.

[61] Ibid.

[62] "Custom Target Group Profile (TGP 2A-L): Population in private households who indicated 'Black' as visible minority and who are part of a linguistic minority." Statistics Canada. 2016 Census of the Population. Data set.

[63] "Focus on Geography Series, Census year 2016." Statistics Canada, 29 Nov. 2017, www150.statcan.gc.ca/n1/en/catalogue/98-404-X2016001.

[64] Ibid.

[65] Ibid.

bilingualism rate in the Montreal CMA, which was also relatively high, the English-speaking Black population has a slightly higher rate than the Montreal CMA average and a much higher rate of bilingualism when compared to Montreal's French-speaking Black population.

Table 6a. Black linguistic communities "knowledge of official languages" in the Montreal CMA, 2021

Black linguistic communities based on First Official Language Spoken (FOLS)	Population size	Population that indicated Knowledge of English only	Population that indicated Knowledge of French only	Population that indicated Knowledge of English and French	Bilingualism rate (English and French)
English	59,455	27,545	0	31,900	53.7%
French	264,955	0	151,195	113,615	42.9%
English and French	13,345	0	0	13,345	100%
Neither English nor French	2,350	0	0	0	0
Official Linguistic Minority	66,125	27,545	0	38,570	58.3%

Source: Adapted from Statistics Canada, Target Group Profile by gender, first official language spoken and visible minority group, 2021 Census of Population. This does not constitute an endorsement by Statistics Canada of this product.

Table 6b. Black linguistic communities "knowledge of official languages" in the Montreal CMA, 2016

Black linguistic communities based on First Official Language Spoken (FOLS)	Population size	Population that indicated Knowledge of English	Population that indicated Knowledge of French	Population that indicated Knowledge of non-official language	Bilingualism rate (English and French)
English	48,475	48,470	26,640	9,415	55%
French	211,345	87,110	211,245	129,955	41.2%
English and French	8,990	8,985	8,980	7,610	100%
Neither English nor French	2,130	0	0	2,130	0
Official Linguistic Minority	52,970	52,960	31,130	13,220	58.8%

Source: Adapted from Statistics Canada. Target Group Profile (TGP 2A-L): Population in private households who indicated "Black" as visible minority and who are part of a linguistic minority, Census 2016. This does not constitute an endorsement by Statistics Canada of this product.

The English-speaking Black population's educational attainment increased between 2016 and 2021 across all levels of university education.

In trying to understand the kinds of skill sets possessed by members of the ESBC, this study observed data from Statistics Canada on the level and/or type of highest educational attainment as well as the major fields of study of the English-speaking Black population from the 2021 Census.

According to the data displayed in Table 7, the population of the English-speaking Black population (aged 15+) in the Montreal CMA grew from 41,360 to 50,915 from 2016 to 2021. On educational attainment, according to 2021 Census data, 27% of the English-speaking Black population had a high (secondary) school diploma or equivalency certificate as their highest

attainment, 19.3% of them had no certificate, degree, or diploma, 18.2% of them had a College, CEGEP, or other non-university certificate or diploma, 13% of them had a Bachelor's degree, and 11.9% of them had an Apprenticeship or trades certificate or diploma.

Between 2016 to 2021, the proportion of Black English speakers with Apprenticeship or trades certificate or diploma declined by 2.5 percentage points (pp), followed by those with no certificate, degree or diploma (-1.6pp), College, CEGEP, or other non-university certificate or diploma (-1 pp), and with a High (secondary) school diploma or equivalency certificate (-0.7pp). In contrast, the proportion of Black English speakers with a Bachelor's degree grew by 3.1 pp) between from 2016 to 2021, followed by those with a Master's degree (+1.2 pp), University certificate or diploma below bachelor level (+1 pp), University certificate or diploma above bachelor level (+0.2 pp), Degree in medicine, dentistry, veterinary medicine (+0.2 pp), and Earned doctorate (+0.1 pp).

Based on this data, the educational attainment of the English-speaking Black population seems to be improving, given that Black individuals are increasingly acquiring diplomas, certificates, or degrees (specifically in the university setting), and a lower proportion of people in the community now hold no certificate, degree, or diploma compared to 2016. Also, a lower proportion of the people in the English-speaking Black population in the Montreal CMA have only high (secondary) school diploma or equivalency certificate. Nonetheless, the very high proportion of the population with only high (secondary) school credentials or no credentials at all poses a challenge for the English-speaking Black population not just in the educational sphere but the ensuing economic and employment spheres as well.

Table 7. Highest certificate, diploma or degree for the English-speaking Black population aged 15+ in the Montreal CMA (2016 and 2021)

Certificate, Diploma or Degree	English-speaking Black population (15+) (2021)	% of English-speaking Black population (15+) (2021)	English-speaking Black population (15+) (2016)	% of English-speaking Black population (15+) (2016)	Change in percentage points (pp) in population (15+) (2016 to 2021)[66]
All Certificates, Diplomas or Degree	50,915	100%	41,360	100%	
No certificate, degree or diploma	9,820	19.3%	8,650	20.9%	-1.6 pp
High (secondary) school diploma or equivalency certificate	13,725	27%	11,460	27.7%	-0.7pp
Apprenticeship or trades certificate or diploma	6,080	11.9%	5,940	14.4%	-2.5 pp

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[66] Change between percentage of English-speaking population by field of study between 2016 and 2021.

College, CEGEP, or other non-university certificate or diploma	9,275	18.2%	7,960	19.2%	-1 pp
University certificate or diploma below bachelor level	1,750	3.4%	975	2.4%	1 pp
Bachelor's degree	6,605	13%	4,075	9.9%	3.1 pp
University certificate or diploma above bachelor level	785	1.5%	555	1.3%	0.2 pp
Degree in medicine, dentistry, veterinary medicine	185	0.4%	100	0.2%	0.2 pp
Master's degree	2,365	4.6%	1,400	3.4%	1.2 pp
Earned doctorate	335	0.7%	245	0.6%	0.1 pp

Sources: Adapted from Statistics Canada. Target Group Profile (TGP 2A-L): Population in private households who indicated "Black" as visible minority and who are part of a linguistic minority, Census 2016. This does not constitute an endorsement by Statistics Canada of this product. Adapted from Statistics Canada, Target Group Profile by gender, first official language spoken and visible minority group, 2021 Census of Population. This does not constitute an endorsement by Statistics Canada of this product.

Business management, Public administration, Health & related fields, Social & behavioural sciences & law, and Architecture and engineering are top fields of study.

Table 8 shows that, according to 2021 Census data, the English-speaking Black population (aged 15+) in the Montreal CMA with no post-secondary certificate, diploma or degree was 23,545 or 46.2% of the population. This share declined from 48.6% in 2016, or by 2.4 pp.

For those who possessed a post-secondary certificate, diploma, or degree, the six most popular fields of study in 2021 were: Business, management and public administration (11.4%), Health and related fields (10.3%), Social and behavioural sciences and law (9.5%), Architecture, engineering, and related trades (7.4%), Mathematics, computer and information sciences (2.9%), and Personal, protective and transportation services (2.9%).

When comparing the most popular fields of study in 2016 to 2021 (for those who possess a postsecondary certificate, diploma, or degree), four fields of study saw declines in popularity while five saw increases and two maintained their levels of popularity. The fields which saw declines in popularity were: Personal, protective and transportation services (-0.5 pp), Health and related fields (-0.5 pp), Visual and performing arts, and communications technologies (-0.3 pp), Architecture, engineering, and related trades (-0.2 pp). The fields which saw increases in popularity were Business, management and public administration (+2 pp), Social and behavioural sciences and law (+0.8 pp), Mathematics, computer and information sciences (+0.6 pp), Physical and life sciences and technologies (+0.4 pp) and Humanities (+0.2 pp). The two fields which had a similar level of popularity between 2016 and 2021 were Education and Agriculture, natural resources and conservation.

Table 8. Major Fields of Study for the English-speaking Black population in the Montreal CMA (aged 15+) in 2016 and 2021

Major Field of Study-Classification of Instructional Programs (CIP)	English-speaking Black Population (15+) (2021)	% of English-speaking Black population (15+) (2021)	English-speaking Black population (15+) (2016)	% of English-speaking Black population (15+) (2016)	Change in percentage points (pp) of population (15+) (2016 to 2021) [67]
Total population	50,915	100%	41,360	100%	
No postsecondary certificate, diploma or degree	23,545	46.2%	20,105	48.6%	-2.4 pp
Education	1,005	2%	820	2%	-
Visual and performing arts, and communications technologies	1,120	2.2%	1,040	2.5%	-0.3 pp
Humanities	1,365	2.7%	1,060	2.6%	0.1 pp
Social and behavioural sciences and law	4,830	9.5%	3,600	8.7%	0.8 pp
Business, management and public administration	5,790	11.4%	3,885	9.4%	2 pp
Physical and life sciences and technologies	1,050	2.1%	710	1.7%	0.4 pp
Mathematics,	1,485	2.9%	940	2.3%	0.6 pp

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[67] Change between the proportion of English-speaking population by field of study between 2016 and 2021.

computer and information sciences					
Architecture, engineering, and related trades	3,785	7.4%	3,155	7.6%	-0.2 pp
Agriculture, natural resources and conservation	240	0.5%	195	0.5%	-
Health and related fields	5,245	10.3%	4,460	10.8%	-0.5 pp
Personal, protective and transportation services	1,455	2.9%	1,395	3.4%	-0.5 pp

Sources: Adapted from Statistics Canada. Target Group Profile (TGP 2A-L): Population in private households who indicated "Black" as visible minority and who are part of a linguistic minority, Census 2016. This does not constitute an endorsement by Statistics Canada of this product. Adapted from Statistics Canada, Target Group Profile by gender, first official language spoken and visible minority group, 2021 Census of Population. This does not constitute an endorsement by Statistics Canada of this product.

Research Question #4

What types of immediate employment opportunities are available in the GMA that match the level of bilingualism and the identified skill sets of available talent in the English-speaking Black Community of Greater Montreal?

Main Findings

- There were approximately 76,700 job vacancies in the Montreal Economic Region (ER) as of Q3 2022.

- The five occupations with the highest number of vacancies were Sales and service occupations, Business, finance and administration occupations, Health Occupations, Natural and applied sciences and related occupations, and Trades, transport and equipment operators and related occupations.

- While the ESBC is underrepresented in Business, finance and administration occupations, Business, management and public administration was the field of study with the highest rate of growth in popularity for the ESBC from 2016 to 2021.

- There may be an opportunity to significantly increase the number of the ESBC workforce in the Business, management and public administration occupation.

Employment Opportunities for the ESBC in the Montreal Economic Region

In order to understand the types of employment opportunities in the Montreal Economic Region (ER), [68] the number of job vacancies across different occupations as captured by the Job Vacancy and Wage Survey[69] were reviewed. According to l'Institut de la statistique du Québec, out of the

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[68] An economic region (ER) is a grouping of complete census divisions (CDs), with one exception in Ontario, created as a standard geographic unit for analysis of regional economic activity. Within the province of Quebec, economic regions (régions administratives) are designated by law. ("Illustrated Glossary: Economic region (ER)." Statistics Canada, 9 Feb. 2022, www150.statcan.gc.ca/n1/pub/92-195-x/2021001/geo/er-re/er-re-eng.htm.)
[69] "Job Vacancy and Wage Survey (JVWS)." Statistics Canada, www23.statcan.gc.ca/imdb/p2SV.pl?Function=getSurvey&SDDS=5217.

244,126 job vacancies reported in Quebec during the 3rd quarter of 2022, 76,700 job vacancies, or 31%, were reported in the Montreal ER.[70] The Montreal ER also had a job vacancy rate of 5.6%.[71] The source of the information from l'Institut de la statistique du Québec is sourced from the Statistics Canada Job and Wage Survey.[72] Table 9 shows that in Q3 of 2022 for the 76,700 job vacancies the average offered hourly wage was $25.80.

Of the 11 different occupations, the five occupations with the highest number of vacancies were Sales and service occupations (22,125), Business, finance and administration occupations (12,865), Health occupations (9,965), Natural and applied sciences and related occupations (8,885), and Trades, transport and equipment operators and related occupations (6,435). Of these occupations, Sales and service occupations and Health occupations were areas where the English-speaking Black workforce in Montreal CMA was already overrepresented while the English-speaking Black population was underrepresented across the other three (see table 3).

Furthermore, while the English-speaking Black population is underrepresented in Business, finance and administration occupations (see table 3), Business, management and public administration was the field of study with the highest rate of growth in popularity for the English-speaking Black population from 2016 to 2021. This means that there may be an opportunity to significantly increase the number of the English-speaking Black workforce in this occupation, to fill the **high** number of vacancies in Business, finance and administration occupations.

It is important to note that the job vacancy data covers the Montreal ER, or the Administrative Region (AR) of Montreal, while the data on field of study and labour force by industry – Census data - covers the Montreal CMA. Despite the differences between these two geographies, the authors consider that, when looking at the Montreal AR and its neighbouring ARs, Montreal hosts the majority of job vacancies, and therefore, many of those living in the CMA are bound to find employment in the Montreal AR.

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[70] "Nombre de postes vacants, taux de postes vacants et taux horaire moyen des postes vacants, données trimestrielles non désaisonnalisées, régions administratives et ensemble du Québec." Institut de la statistique du Québec, statistique.quebec.ca/fr/produit/tableau/4223#tri_es=11512.
[71] Ibid.
[72] "Job Vacancy and Wage Survey (JVWS)." Statistics Canada, www23.statcan.gc.ca/imdb/p2SV.pl?Function=getSurvey&SDDS=5217.

Table 9. Job Vacancies and Offered Hourly Wage in the Montreal Economic Region by Occupation (NOC), Third quarter of 2022

Occupation	Number of Vacancies	Average offered hourly wage in Canadian Dollars
All Occupations	76,700	25.80
Management occupations	4,185	41.05
Business, finance and administration occupations	12,865	26
Natural and applied sciences and related occupations	8,885	37.60
Health occupations	9,965	26.40
Occupations in education, law and social, community and government services	4,130	28.25
Occupations in art, culture, recreation and sport	2,165	25.55
Sales and service occupations	22,125	18.65
Trades, transport and equipment operators and related occupations	6,435	23.25
Natural resources, agriculture and related production occupations	65	21.20
Occupations in manufacturing and utilities	3,085	20.40
Unclassified Occupations	2,785	27.35

Source: Statistics Canada. Table 14-10-0356-01 Job vacancies and average offered hourly wage by occupation (broad occupational category), quarterly, unadjusted for seasonality.

Research Question #5

In general, what types of innovations and best practices have been developed and implemented to improve, direct and facilitate the matching between available talent (labour supply) of minority groups and suitable available job vacancies in their communities and/or geographic locations/regions?

Main Findings

- There exist policies and legislation that are aimed at promoting economic participation at the federal and provincial levels.

- There is need for further action that can be taken at the organizational level to improve the integration of minority and/or marginalized groups across different workplaces.

Programs and policies such as the *Diversity* and the Equal Access Employment Programs (EAEP) have been implemented to address such concerns. *Diversity: An added value: Government Policy to promote the participation of all in Québec's development* is a policy that was introduced by the government in 2008 to promote the integration of citizens mainly through employment. However, such measures are unlikely to be successful because they do not address racial exclusion and discrimination at the source. EAEPs are also not seen as rigorous enough considering their lack of follow ups and corrective measures once implemented which is unlikely to address the underrepresentation of minorities in government and other public sectors. Furthermore, the objectives set by such programs are often low and unfulfilled due to a shortage of minority group workers with the necessary skills.

In 1986, Canada passed the Employment Equity Act. "The primary goal of this legislation is to ensure that qualified members of designated groups are represented in the workplace in accordance with their availability in the workforce and have opportunities to realize their full potential in safe, fair and inclusive workplace environments".[73]

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[73] Este, David. "African Canadians: Employment and Racism in the Workplace." Canadian Diversity, vol.9, no. 1, 2011.

According to David Este & co. in their article "African Canadians: Employment and Racism in the Workplace",[74] they outline a number of strategies and recommendations which fall in line with the Employment Equity Act, which are as follows:

- "Senior managers must assume leadership roles to create more diverse workplaces that place greater emphasis on equity for all employees."

- Clear and open communication at all levels in the workplace regarding why employment equity is required, the benefits of these programs, the specific strategies used in the workplace and how they are being implemented is required.[75]

- Organizations also need to create spaces where employees feel safe to engage in open dialogues on racism and other forms of oppression that systematically and negatively impact racialized persons at various critical milestones throughout their employment tenure (hiring, retention and promotion).

- Workplace environments must develop clear anti-harassment policies and ensure that all employees are aware of these policies. The policies need to include specific penalties for infractions as well as a process for implementing the policies when required.

- Finally, support for employees who are from equity seeking groups is required. Quite frequently, these individuals are isolated, marginalized, and devalued in their workplace and have little support. Organizations need to create strategies, practices, and policies to ensure that employees are not isolated and have opportunities to fully utilize their knowledge and skills in the workplace." [76]

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[74] Este, David. "African Canadians: Employment and Racism in the Workplace." Canadian Diversity, vol.9, no. 1, 2011.
[75] Este, David. "African Canadians: Employment and Racism in the Workplace." Canadian Diversity, vol.9, no. 1, 2011.
[76] Este, David. "African Canadians: Employment and Racism in the Workplace." Canadian Diversity, vol.9, no. 1, 2011.

Section 4: Conclusion

The purpose of this report is to study the current labour market in the GMA, the economic and employment status of Montreal's ESBC, and to question where there may be opportunities to facilitate the matching of ESBC talent with forward-looking and sustainable employment opportunities. It attempts to do this by addressing five specific but related questions and by combining observation of data, statistics, and literature.

While there are limitations to the availability of data and literature, this study synthesizes existing data and literature which, together, tell a story about the current trends in the ESBC and opportunities in the GMA's labour market.

With regards to representation across occupations, this study finds that the English-speaking Black labour force is underrepresented across several occupational fields in the Montreal CMA. Furthermore, the occupation where the ESBC community was most overrepresented were those in manufacturing and utilities, health and sales, while the English-speaking Black population was underrepresented within senior management positions. Also, the Black workforce is underrepresented on the Boards of Directors of provincial ABCs, while there seems to be no representation whatsoever of Black people in the Boards of Directors of corporations, hospitals and school boards.

With regards to participation and integration of the ESBC, this literature consulted in this study suggests that language is a very significant employment barrier for many people in the English-speaking community, while employment discrimination (ex. hiring discrimination) also presents a very real challenge that racialized populations and the Black community have to face. This is despite the fact that nearly 60% of the English-speaking Black community possesses a knowledge of French.

Further research would need to be conducted to assess the level of knowledge of French that employers require and the level of French that ESBC offers. Furthermore, future studies would be conducted to assess the feasibility of work-integrated language training programs, as it may be a solution to solving this situation.

However, despite the barriers of language and hiring discrimination, the ESBC has a broad range of fields of study with much of the population studying or having studied in fields related to business, health, architecture, engineering, social/behavioral sciences, and law. In comparison,

there exists a high number of vacant positions in the health and business occupations in the Montreal ER. These findings suggest that there are opportunities for the Black population in these two occupations, where it is highly represented in terms of employment and field of study. When it comes to integrating Black workers across workplaces, there is a growing body of literature on that subject which can be very helpful in informing the strategy the EmployESBC Venture implements. While there exist laws aimed at curbing hiring discrimination, there is also the challenge of changing organizational and societal cultures and some steps were discussed that could have an organizational impact and make the workplace more inclusive.

Ultimately, this report aimed to offer an analysis into the employment and social profile of the ESBC, the labour market in the GMA, and the steps that could be taken to aid the EmployESBC Venture achieve its goal of matching English-speaking Black talent with forward-looking and sustainable employment.

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Section 6: Appendix

Table 1. Participation Rate for Black Population of Montreal CMA, by First Official Language Spoken, 2016 (%)

Participation Rate (%)									
Montreal CMA 2016	**Total Black Population**			**English-speaking Black Population**			**French-speaking Black Population**		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total Population aged 15 years and older	69.1	72.2	66.3	62.9	66.8	59.4	70.9	73.5	68.7
15 to 24 years	**50.2**	**48.3**	**51.9**	**49.5**	**49.2**	**49.7**	**50.1**	**47.8**	**52.4**
15 to 19 years	28.6	26.5	30.7	27.3	29.1	25.5	29	25.8	32
20 to 24 years	71.3	70.4	72.1	71.3	69.2	73.1	71.2	70.5	71.7
25 to 44 years	83.3	86.6	80.3	80.5	85.4	75.8	83.8	86.9	81
45 to 64 years	81.2	85.3	77.6	78.2	81.5	75.5	82.3	86.4	78.6
65 years and over	16.7	23	12.2	14	18.4	10.9	18.7	24.8	14.1

Source: CEDEC, Statistics Canada, 2016 Census of Population

Table 2. Participation Rate for Montreal CMA, Total Population, by First Official Language Spoken, 2016 (%)

Participation Rate (%)									
Montreal CMA 2016	**Total Population**			**English-speaking Population**			**French-speaking Population**		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total Population aged 15 years and older	66	70.1	62.1	65.6	70	61.1	66.7	70.4	63.2
15 to 24 years	**59.3**	**58.1**	**60.6**	**53.4**	**52.3**	**54.6**	**62.2**	**60.9**	**63.6**
15 to 19 years	39.3	37.3	41.3	32.7	31.5	34.1	42.5	40.3	44.8
20 to 24 years	76	75.5	76.4	69.2	68.3	70.2	78.7	78.4	79
25 to 44 years	86.8	90.3	83.5	83.4	87.8	78.9	88.5	91.3	85.7
45 to 64 years	76.5	80.9	72.2	77.5	82.4	72.7	76.4	80.3	72.6
65 years and over	13.3	18	9.4	17.7	23.6	12.5	12.5	16.9	9.1

Source: CEDEC, Statistics Canada, 2016 Census of Population