

SOCIAL PLANNING COUNCIL OF OTTAWA

**The Black Community of Ottawa:
An Analysis of Socio-economic
Inequality
Using the 2001 Census data**



**Sponsored by the Community Foundation of
Ottawa Commissioned by the Catholic**

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CHAPTER ONE: INTRODUCTION

1.1. Background

It is not exactly known when the first black people arrived in Ottawa but blacks have been part of the Canadian population for four centuries, it is likely that the black community has lived in Ottawa for a very long time, albeit in small numbers at the beginning. Since the late 1980s, however, immigration mainly from African and Caribbean countries and a rapid natural growth have increased the size of this group. Currently, Ottawa is home to the third largest black population in Canada, after only those living in Toronto and Mississauga; and in Ottawa, the blacks constitute the largest visible minority group.

Despite their long history in Canada and in Ottawa, their relatively large size, the black community experiences persistent low economic outcomes in terms of employment and incomes (Ornstein, 2000). Canadian researchers like Mensah (2005), Henry and Tator (1999), James (1990) and many others have documented the various ways through which the current socio-economic outcomes find their roots in Canadian legacies from the restrictive immigration policy and the history of slavery that situates the community in institutionalized patterns of social and political exclusions.

Confronted with the pervasiveness of unemployment and poverty of its clients and finding no source of information to develop an understanding, the Catholic Immigration Centre has partnered with the “Communities Within: Diversity and Exclusion” and with the Ottawa-Gatineau Data Consortium projects of the Social Planning Council of Ottawa to undertake a profile of the black community in Ottawa in order to reduce this gap in knowledge and in order to collectively strategize about ways to mitigate and counter the current disadvantages facing Ottawa’s black community.

This report presents the results of the research project that was undertaken to gauge the socio-economic inequalities between blacks, visible minorities and non visible minorities. It does not address all the key issues facing the black community. However, it is a starting point for understanding the major issues affecting blacks in Ottawa. It shows that blacks in Ottawa have a more youthful population than the all visible minorities or non visible minorities. Although most blacks in Ottawa come from Africa or the Caribbean countries the black community in Ottawa is very diverse because of the numerous nationalities and socio-cultural sub-groups that make up the African and Caribbean regions. The category “black” does not reflect the diversity of the black community in Ottawa. The results also show that the educational attainments of blacks in Ottawa are slightly lower than the educational attainments of the visible minorities or non visible minorities. Blacks in Ottawa are less likely to have university degrees than visible minorities or non visible minorities. Furthermore, blacks in Ottawa experience worse socio-economic conditions than visible minorities or non visible minorities. Their unemployment rate is much higher than the unemployment rate for the visible minorities or non visible minorities. Finally, the results show that

blacks in Ottawa earn lower incomes and have higher levels of poverty. The results generally confirm the pattern of socio-economic inequality that has been observed at the national level.

The report is organized into two main chapters. Chapter two compares the main demographic characteristics of the black population in Ottawa with the demographic characteristics of visible minorities and non visible minorities. It deals with the age and gender distribution of the population as well as the immigrant status of the black population. The main focus of chapter three is to describe the socio-economic outcomes of the black population in comparison to the socio-economic outcomes of the visible minorities and non visible minorities. It compares the labour market outcomes, employment earnings and incidence of low income between blacks and all visible minorities and non visible minorities in Ottawa. The last chapter of the report presents the conclusion and the recommendations for future actions and programs.

1.2. Using 'black' as a descriptor

Literature shows that description of blacks as being 'black' is problematic. Firstly, there is no consensus on whether to capitalize the first letter 'B' to use the small letter. We have chosen to use the word "black", with a small "b", in this study because we would like to underscore the complexity of the socio-political identities of the black community in Ottawa. This is in line with our broader objective of recognizing of the historic and contingent nature of social identities. Secondly, by using the word "black", our intention is not to reinforce an essentialist understanding of the community. Rather, we concur with authors like Li (2003) and Karim (1996) that racial categories which are based on physical appearances are socially and politically constructed and have no bearing on the behavior, aspirations and personal identities of individuals. The primary purpose of using the word "black" is to conform to Census categorization in order to accomplish the data analysis. Lastly, we do not imply that the word "black" is a better descriptor of the blacks than the other terms that are commonly used to refer to the black community, such as "African Canadians" and "Afro-Canadians" where the "African" and "Afro" prefixes refers to the historic origins of people with dark skin from the continent of Africa. Indeed, we recognize black ethnic groups are interwoven together by a common African heritage.

1.3. Objectives

The overriding goal of this study is to provide an understanding of the socio-economic profile of the black community in Ottawa. The specific objectives of this study are as follows:-

- (i) To provide a description of the composition of the blacks in Ottawa in terms of region of origin and socio-cultural traits.
- (ii) To compare the demographic characteristics and economic outcomes of blacks with those of Ottawa's non-visible minority and all visible minority groups.

- (iii) To discuss some of the key factors that contributed to the current socio-demographic and economic profile of the black community in Ottawa.

1.4. Data Sources and limitations

This report uses various sources of data and analysis. First, we use the 2001 Census data to obtain a snapshot of the demographic structure (size, age, sex, and marital status) and economic conditions (education, employment status, occupations and earnings) of Ottawa's black community. To illustrate the comparative economic position of blacks, we provide a descriptive data of two other groups – non visible minority residents of Ottawa and all visible minorities¹. Although clearly showing severe relative disadvantages facing blacks in Ottawa, this approach suffers from an analytical problem imposed by the arrangement of the census data that were at our disposition. It would have been more appropriate to compare the socio-economic outcomes of blacks with those of the other visible minorities *rather* than those of *all* the visible minorities, including blacks. This analytical limitation underestimates the severity of the relative disadvantages that are facing Ottawa's black community.

Second, we draw heavily from Canadian research about the experiences of blacks in Canada to help understand the lower economic outcomes of the members of the black community.

We have also drawn from the knowledge gained from our consultations with the sponsors of this study as well as with a committee of black leaders in Ottawa. The expert knowledge that was provided by the research commissioner and the committee of black leaders in Ottawa has greatly enriched our analysis, particularly with regard to the unique historical and social context of the black community in Ottawa.

¹ It is important to note that the *all* visible minority and non visible minority groups are diverse groups comprising various ethnic groups. Therefore, the relationship between these two groups and the black community may be more intricate than what you will find in this report. However, the analysis will definitely provide very useful and valid pointers to the key relationships between blacks and the member groups of the all visible minority and non visible minority group.

1.5. Summary of Findings

1.5.1. Population Size and Socio-cultural Composition of the Population

- (i) The 2001 Census shows that there are 34,645 blacks in Ottawa, representing a quarter of all visible minority people in Ottawa. There are more females (52 percent) than males (48 percent) in the black population of Ottawa.
- (ii) The black population in Ottawa is relatively younger when compared to all visible minorities and non visible minority groups. More than a half of the population (52 percent) is either children or youth aged below 25 years. The relatively youthfulness of the population means that there is a relatively higher economic dependence and demand for child and youth related services such day care and recreation in the black community of Ottawa.
- (iii) The majority of blacks in Ottawa are either Catholic or Protestant Christians. More than one quarter of Ottawa's blacks (27.1 percent) are Muslims.
- (iv) The majority of blacks in Ottawa (57.5 percent) are immigrants and among these immigrants a third are recent immigrants arriving in Ottawa in the last decade.
- (v) More than half of all the black immigrants in Ottawa (52 percent) come from the African continent while another 40 percent comes from the Caribbean. Although most black immigrants in Ottawa (92 percent) come from only two regions, there is a lot of diversity among them because the two prominent regions of origin consist of a wide spectrum of nationalities and socio-cultural systems.
- (vi) Over a quarter of the black immigrants arrived in Ottawa when they were in age group of 20-29 year. There is significant proportion of the '1.5 generation' with 18.1 percent arriving when they were 5 to 12 years old.
- (vii) Due to restrictions of Canada's immigration policy, there were low levels of black immigration from Africa and Central and South American countries before the 1970s. Since the 1980s the immigration of blacks to Canada and Ottawa has been on the increase.

1.5.2. Knowledge of Official Languages and Human Capital Endowments

- (i) The majority of blacks in Ottawa (58.7 percent) are proficient only in English for an official language. Another 31.5 percent had at least working knowledge of both English and French while about 8 percent speak only French.
- (ii) At 26.7 percent, blacks have the highest percentage of persons attending school on a full time basis when compared to all visible minority groups and non visible minority groups. This is largely a result of the younger population profile of the blacks in Ottawa.
- (iii) In terms of educational attainment, there is a higher percentage of blacks with less than high school certificate and lower percentage with university degree in Ottawa. However, blacks have a higher percentage of persons with college diplomas and certificates.
- (iv) The top three fields of specialization among blacks in Ottawa are commerce, management and business administration (21.4 percent), social sciences and related fields (16.2 percent); and health professions and related technologies (16.0 percent). On the other hand, there are relatively fewer blacks who specialized in Engineering, Applied sciences and mathematical fields.
- (v) In terms of gender, black women are more concentrated in Health professions and related technologies and Commerce, Management and Business Administration. There is a higher proportion of black men who specialize in applied science technologies and trades, and Social Sciences and related fields.

1.5.3. Economic Activities

- (i) Blacks are three times more likely to be unemployed than the non-visible minority group. The unemployment rate for blacks is 13.7 percent compared 4.8 percent for the non visible minority groups. The unemployment rate for visible minorities is 10.8 percent.
- (iii) The three most common occupations among blacks in Ottawa are sales and service occupations (30.3 percent), business, finance and administration occupations (19.0 percent) and natural and applied sciences and related occupations (9.9). Only 6.1 percent of the blacks in Ottawa were in management occupations. This shows that blacks tend to be concentrated in less remunerative jobs.
- (iv) The occupations of the members of the black community are differentiated along gender lines. There are more black women working in sales and service occupations, business, finance and administration, and health occupation. Black men had relatively higher representation in management and natural and applied sciences and related occupations than black women. Therefore, men are more likely to be found in better remunerating occupations.

1.5.4. Earnings

- (i) The data shows that majority of the blacks in Ottawa are low income earners with 60 percent of those working earning less than \$20,000 per annum, compared to 36.5 percent for the non visible minority population. This high prevalence of low earners among blacks is not consistent with their level of human capital or education and skills. About 55.0 percent of visible minorities earn incomes that are less than \$20,000 per year.
- (ii) The data also reveals that 63.5 percent of black women earned incomes that were below \$20,000 as opposed to 55.5 percent for the black men. This pattern is replicated in all the three groups that were studied, confirming the importance of gender in the determination of income levels.
- (iii) The median income for blacks in Ottawa stands at \$16,915 while that of the non visible minority groups is almost double at \$31,437. The median income for all visible minorities is \$22, 422. The data also shows that the median income for men is higher than that of women, regardless of the ethnic group.
- (iv) However, the median income for the non visible minority women is higher than that of black men as well as that of all visible minority men revealing an intricate intersection of ethnic and gender issues.
- (v) Black households are six times more likely to be living in poverty than non-visible minority households (42.7 vs. 7.8 percent). This huge discrepancy in the percentage of low income households cannot be explained by the differences in educational attainment, alone. We need further research to understand the specific reasons for this high incidence of low income households in Ottawa.

CHAPTER TWO: DEMOGRAPHIC AND SOCIO-CULTURAL COMPOSITION

2.1. Introduction

This chapter presents the demographic profile of the black population in Ottawa. In developing this profile we found it useful to compare the demographic profile of Ottawa's blacks with the profiles of all the visible minority groups as well as with the non-visible minority group. Scholars like Weeks (2005) have postulated that the demographic characteristics of a community have a direct bearing on its socio-economic needs and its ability to meet these needs. For instance, a youthful population implies that there is a high economic dependency because a large segment of the population has not yet entered the labor force. This chapter examines the size, age and sex composition of the Black population in Ottawa.

2.2. Size of the black population in Ottawa

One in every four visible minority persons in Ottawa is black. Statistics show that the size of the black population in Ottawa stood at 34, 645 in 2001. This implies that 5.5 percent of the total population of Ottawa is black. Furthermore, a quarter (25.2 percent) of all visible minorities in Ottawa is black making the black community the largest group of visible minorities in Ottawa. These statistics underline the importance of the black population in Ottawa in relation to the other ethnic groups.

In comparison to other cities in Canada, Ottawa has third largest population of black people, after Toronto and Mississauga. Evidence shows that Ottawa's visible minority population, including Blacks, is growing at four times the rate of the non-visible population. The high population growth among visible minorities is mainly fueled by immigration (SPCO, 2004). A national study conducted by Statistics Canada (2006) showed although the fertility rate for all visible minorities was higher than that of the entire Canadian population, the differences were not very substantial. In fact, the fertility rate of black women was closer to the national average. Therefore, fertility which is usually an important source of the natural increase in a population is of relatively less influence on the natural increase of the visible minority and black populations in Canada.

2.3. Distribution of Ottawa's black population by gender

Table 1: Total Population of blacks in Ottawa by Gender, 2001.

Sex	blacks		All Visible Minority Groups		Non Visible Minority Group	
	Population	Percent	Population	Percent	Population	Percent
Both Sexes	34645	100.0	137240	100.0	626550	100.0
Females	18090	52.2	69405	50.6	320810	51.2
Males	16555	47.8	67840	49.4	305735	48.8

Source: Statistics Canada, 2001 Census Profiles.

There are more females than males in Ottawa's black population.

Table 1 on the previous page shows the distribution of the population of blacks in Ottawa by gender. It illustrates that 52.2 percent of the Black population in Ottawa were females compare to 50.6 percent for all visible minority groups and 51.2 percent of the non-visible groups. This data indicates the there were slightly more females than males for all the groups considered, although blacks had a marginally higher proportion of females. However, table 2 below has some interesting findings about the age-specific sex ratios of the black people in Ottawa, in their childbearing age groups.

Table 2: Men and Women in Ottawa by Age and Gender, 2001

Group	Age Group	Gender		
		Male	Female	Total
Blacks	25-34 years	40.6	59.4	100.0
	35-44 years	46.3	53.7	100.0
	45-54 years	47.9	52.1	100.0
All Visible Minorities	25-34 years	47.0	53.0	100.0
	35-44 years	50.1	49.9	100.0
	45-54 years	47.9	52.1	100.0
No Visible Minorities	25-34 years	50.5	50.0	100.0
	35-44 years	48.9	51.1	100.0
	45-54 years	48.8	51.2	100.0

Source: Statistics Canada, 2001 Census

There are significantly more women than men of childbearing ages among blacks in Ottawa than in the other groups in city. A look at the age-specific gender differentials of the black population in comparison to the all visible minority group and non visible minority reveals a striking pattern. For the age groups 25-34 years and 35 to 44 years, the differences in the proportion of women and men in the black community are substantially wider than the disparities in the proportions of women in the all visible minority and non visible minority groups. Remarkably, about six in every ten black persons aged 25 to 34 years in Ottawa is a woman. These results confirm the pattern observed at national level where 53 percent of the population in the age range 25-64 years was made up of women (Torczyner, 1997).

One of the possible causes for the relatively higher percentages of women in the childbearing age groups could be the influence of the Live-in Caregiver Program and its forerunner, the Foreign Domestic Movement Program. These programs have historically favored the immigration of single visible minority women to Canada. According to Hodge (2006), 5000 women have moved to Canada every year in last 25 years under the Live-in Caregiver Program. And of those women who migrate to Canada under this program, Caribbean women are the second largest group after Filipino women. Although Hodge’s work is at the national level, it is likely that this pattern of movement is replicated down to the city level in Ottawa. Ultimately, such a pattern of movement would result in Ottawa’s black community having a relatively higher percentage of women than men in the childbearing age groups.

According to Torczyner (1997), the skewed gender distribution of women and men in the black population of Canada has a major impact on the selection of partners. In particular, women find it much harder to meet a suitable partner. And Statistics Canada (2002) notes that national trends show a low (3.1 percent) but rising level of intermarriages for all visible minorities, particularly in the black community. Therefore, the choice of partners is still largely restricted within the specific social groups, meaning that black people are most likely going to find partners within their community. Hence, intermarriage has a limited role to play in alleviating the shortages in the supply of suitable partners.

The aforementioned difficulties in choosing partners have an enormous bearing on “social and individual identity” and the ability of the black community to procreate and ensure its continued growth (Torczyner, 1997). We shall explore the impact of the gender differentials in Ottawa’s black population, in more detail, when we consider marital status in the black community of Ottawa, in section 3.5 of this report.

2.4. Age Composition of the Population

Table 3: Ottawa Residents by Age Groups, 2001.

Age Groups	Blacks	All Visible Minorities	<i>Non Visible Minorities</i>
Under 15 years	34.1	26.1	17.7
15-24 years	17.9	15.9	12.9
25-34years	15.4	18.2	14.3
35-44years	14.7	17.1	17.8
45-54years	9.4	11.2	15.8
55-64years	4.9	6.1	9.6
65 and above	3.6	5.4	11.9

Source: Statistics Canada, 2001 Census

Ottawa’s black population is more youthful than the mainstream population. Table 3 above shows that more than one third (34.1 percent) of the blacks in Ottawa are children under the age of 15 years. Another 17.9 percent of the black population in Ottawa comprises of youths aged from 15 years through to

24 years. Altogether, children and youth account for more than half (52 percent) of the black population in Ottawa. On the other hand, children aged below 15 years constitute more than a quarter (26.1 percent) of the entire visible minority population in Ottawa. An additional 15.9 percent of the entire visible minority population consisted of youths aged from 15 through to 24 years. In total, children and the youth represent 42 percent of the entire visible minority population in Ottawa. While it is clear that there is a definite symmetry between the youthfulness of the population of blacks in Ottawa, on the one hand, and the population of the entire visible minority group in Ottawa, on the other hand; the black population in Ottawa is much younger. In the case of the non visible minority group, 17.7 percent are children aged below 15 years while another 12.9 percent are youths in the age group, 15 to 24 years. However, the percentage of seniors in the non visible minority group (11.9 percent) is more than double the percentage of seniors among visible minorities (5.4 percent) and more than triple the percentage of seniors in the black community (3.6 percent).

In section of 2.1 this report, we mentioned that the rate fertility rate of blacks in Canada does not differ significantly from that of national average. From this information, we can infer that fertility is not a major contributing factor towards the youthfulness of the black population in Canada, and Ottawa. It is likely that immigration is the main reason for the current age structure of the black community. The current immigration policy, through its points system, favors people aged between 21 through to 49 years, an age at which it is more likely they will be newly married couples with young children. This leads to an ever-increasing number of children among visible minorities, in general and blacks, in particular. The implication of the disproportionately younger black population in Ottawa is the higher demand for child and youth related services such as education and child care. Furthermore, Torczyner (Ibid) rightly points out that the financial and emotional burden of bringing up and educating a young population outweighs the responsibility of caring for an ageing population by far because senior members of our society are cushioned by pension schemes.

2.5. Marital Status of Blacks in Ottawa

Table 4: Ottawa Residents by Marital Status, 2001.

Group	Never Married	Legally Married	Separated (but still legally Married)	Divorced	Widowed	Total
Blacks	47.1	35.7	7.4	7.2	2.5	100.0
All Visible Minority	36.4	52.7	3.5	4.2	3.2	100.0
Non-Visible Minority	33.6	50.3	3.5	7.6	5.1	100.0

Source: Statistics Canada, 2001 Census

Blacks, especially black women, in Ottawa are less likely to be in a legal marriage than the mainstream population. Table 4 above shows that the percentage of blacks in Ottawa who are single (47.1 percent) is at least ten percentage points higher than that of the all visible minority or non visible

minority groups. Conversely, percent of blacks in Ottawa who are legally married is just above one third (35.7 percent) compared to more than half for the all visible minority group (52.7) and the non visible minority group (50.3 percent), respectively. It is also noteworthy that although the percentages of people who are separated but legally still married are generally low, the percentage of blacks who are separated but still legally married (7.4 percent) is double that of the all visible minority group (3.5 percent) or non visible minority group (3.5 percent). Therefore, blacks are less likely to be in a legal marriage but more likely to be single, separated or divorced.

Universally, marriage is becoming less common and families are being smaller and more fluid. In section 2.2, we alluded to the impact of the gender differentials of the population in the childbearing ages on the availability of suitable partners for black women. In this section we take the analysis further by exploring the marital status of blacks in Ottawa. According to Weeks (2005) demographic theory postulates that the prevalent types of marital status in a community have a direct bearing on family formation and family structure. Furthermore, there is a global “family and household transition” in which marriages are becoming rarer and the concept of marital status is becoming more fluid with many people opting to living in quasi-legal and semi-permanent unions. The age at first marriage is increasing steadily while the number of children is declining. The ultimate result of these trends is the increase in the number of families headed by lone parents, especially single mothers. In turn, this leads to an increase in families living in poverty as lone parent households are more susceptible to risks of low incomes and poverty.

According to Statistics Canada (2001), the “Traditional”² family structure is generally on the decline in Canada. Many Canadians are choosing to live in common law unions and delaying their age at first marriage. The household size is also decreasing with a growing number of people choosing to live alone. A report by the Lockheed and Scott (2000) found that marital status and family type are important determinants of household income and poverty. It shows that lone parent households, especially female headed households, have a higher risk of living in poverty. Therefore, the situation in Canada fits well into widely held demographic theories about the trends in marital status and family types; and the impact of current trends in marital status and family type on the living conditions of families.

Given the demographic theories explained above, blacks in Ottawa are more likely to be in family circumstances that are prone to poverty and low income. And since the age structure of Ottawa’s black population show higher percentage of children, it is likely that the numbers and proportions of individuals, families and children living in poverty are higher in the black community of Ottawa as opposed to the mainstream and other visible minority groups.

Table 5: Blacks in Ottawa by Marital Status and Gender. 2001.

			Separated		
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² This is the nuclear family, comprising of a husband, wife and their biological children.

Group	Never Married	Married (legally)	(But still legally Married)	Divorced	Widowed	Total
Both Sexes	47.1	35.7	7.4	7.2	2.5	100.0
Male	49.2	40.1	4.8	4.9	0.9	100.0
Female	45.4	31.9	9.7	9.1	3.9	100.0

Source: Statistics Canada, 2001 Census.

Table 5 above takes the analysis of marital status inside the black community of Ottawa. It shows that percentage of single black men in Ottawa (49.2 percent) is higher than the percentage of black women who are single (45.4 percent). Black men are more likely to be single than black women in Ottawa. However, percentage of black men in Ottawa who are legally married (40.1 percentage) is almost ten percentage points higher than the percentage of legally married black women in Ottawa (31.9 percent). The data also reveals that the percentages of separated and divorced black women in Ottawa, 9.7 and 9.1 percent, are almost double those of black men in Ottawa, 4.8 and 4.9 percent, respectively. This indicates that black women in Ottawa are more likely to be in evanescent marital unions than black men.

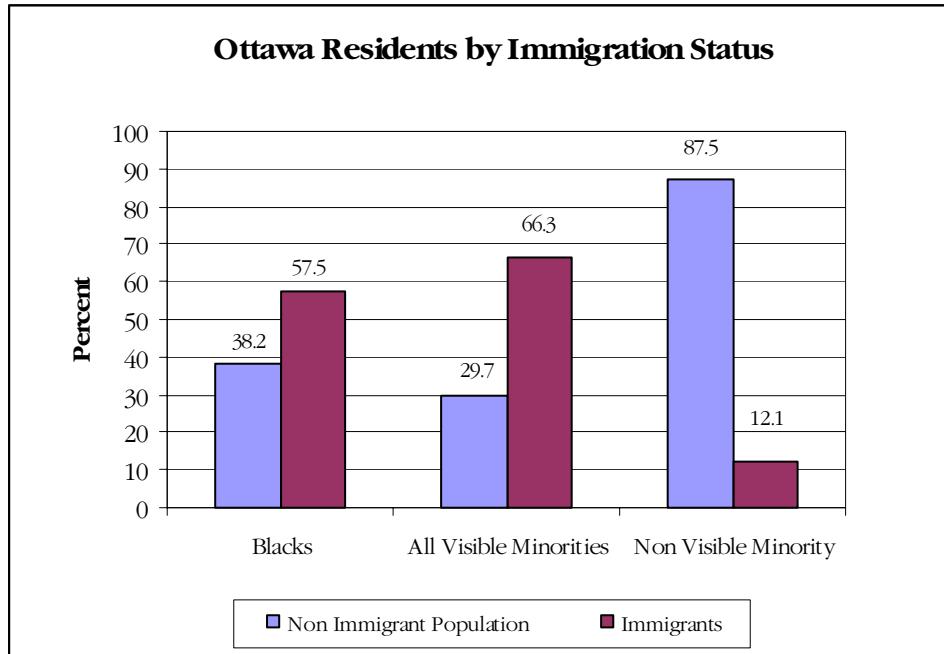
It is paradoxical that the black men in Ottawa are more likely to be single than black women while at the same they are more likely to be in legal marriages than black women. One explanation for this inconsistent finding could be a situation where there are more males than females in the younger age groups who are not eligible for marriage. But as they advance in age more of the black men get married while fewer of the black women enter into and remain in legal marriages. However, table 22 in the appendix shows that there no major differences in the age specific sex ratios of black men to black women in the younger age groups. Therefore, the age specific sex ratios at the younger age groups do not provide a good explanation for this result. Another reason for this marital pattern would be that black men are more likely to be in intermarriages than black women. While there is evidence that blacks are more likely to be in mixed marriages than other visible minority groups there is no clear indication that black men are more involved in mixed marriages than black women (Statistics Canada, 2004). This contradictory finding can only be substantiated by more research that is specifically focused on the marital and family formation tendencies in the black community of Ottawa.

2.6. Immigration Status of Blacks

2.6.1 Levels of Immigration

In section 2.3, we explained that immigration is the driving force for the higher population growth of visible minorities in Ottawa, including blacks, in comparison to the non visible minority population. This section of the report deals with the immigration status of blacks in Ottawa.

Figure 1: Ottawa Residents by Immigration Status, 2001.

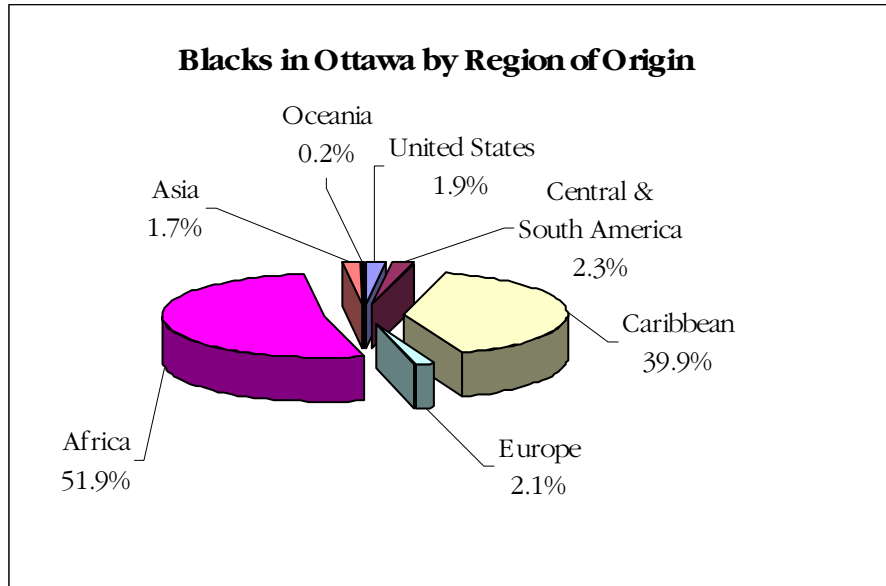


Source: Statistics Canada; Census 2001.

The majority of Ottawa’s blacks are immigrants and a quarter of the black immigrants are recent immigrants. Figure 1 above shows that the majority (57.5 percent) of the blacks in Ottawa are immigrants, compared to 66.3 percent of all visible minority groups and only 12.1 percent of the non-visible minority group. On the other hand, the data indicates that 38.2 percent of the black population in Ottawa is non-immigrant compared to 29.7 percent for the all visible minority group and 87.5 percent for the non-visible minority group. Remarkably, the percentage of immigrants in the black population of Ottawa is lower than that of the all visible minority group, which has the highest percent of immigrants. In terms of recent immigrants, 33 percent of all black immigrants have arrived in Ottawa in the past ten years, as opposed to 34.6 percent for the all visible minority group and 2.6 percent for the non visible minority group. Canadian literature on visible minorities, including blacks, has often advanced the period and generation of immigration as the major determinants in the socio-economic outcomes, especially when it relates to recent immigration. Recent immigrants to Canada, include blacks, are more likely to experience worse socio-economic outcomes than long time settled immigrants (Galabuzi, 2003; Mensah, 2005 and Li, 1999). Using this logic, blacks and the all visible minority group are more likely to be unemployed, to earn lower incomes and to live in poverty than the mainstream non visible minority groups because of the higher prevalence of recent immigrants in their groups.

2.6.2 Regions of Origin

Figure2: Blacks in Ottawa by Regions of Origin, 2001.



Source: Statistics Canada: Census 2001.

Blacks in Ottawa are one of the most of diverse groups in Canada, even more diverse than blacks at the national level. This section of the report presents information about the geographic region of origin of Ottawa's black immigrants. By region of origin, we refer to the continent or sub continent of birth of Ottawa's black immigrants. According to figure 2 more than half of the black immigrants in Ottawa (52 percent) come from Africa while another 40 percent of Ottawa's black immigrants come from the Caribbean countries. This is in contrast to the national level where 62.5 percent of all black immigrants come from the Caribbean countries while 26 percent originate from Africa.

Policy makers and researchers may easily be deceived into thinking that the black community in Ottawa is relatively homogenous with more than 90 percent of its immigrants coming from two regions; Africa and the Caribbean countries. However, it is the diversity within the two major regions of origin, Africa and the Caribbean countries, which makes the black community in Ottawa very diverse. Walker (1985) and Mensah (2005) have correctly noted that the tendency to reduce the number of countries in the Caribbean region to the five largest groups obscures the diversity of the Caribbean countries. The Caribbean is not only made up of Jamaica, Haiti, Trinidad and Tobago, and Barbados. There are other smaller countries such as the Dominican Republic, Grenada, St. Lucia and Montserrat. Apart from nationality, these countries have a distinct historical background. The Caribbean countries are predominantly influenced by African, Indian and Pacific cultures. Some of them were colonized by the English while others were under Spanish or French rule. As result these countries have different official languages including English, Spanish and French. Therefore, black immigrants from the Caribbean differ in terms of history and nationality, culture and language.

The immigrants from the African region are even more diverse than those from the Caribbean region. Africa comprises of 52 different nationalities with very different cultural backgrounds. Most of the African countries have at least three sub national ethnic groups distinguished by language and cultural norms including religion. In broad terms, Africa's cultural systems can be divided by geographical sub-region such as Central Africa, East Africa, North Africa, Southern Africa and West Africa. Owing to their colonial history, Ottawa's black immigrants from Africa may be Anglophone, Francophone or Lusophone. Furthermore, the African region can be distinguished by religious groups. Africa has the highest concentration of Muslims outside of Asia, at 27.4 percent (Britannica Yearbook, 1997). The other proportion of the African population is mainly Christian although there are many smaller indigenous religions in Africa. Therefore, religion also is an important factor in the diversity of the African immigrants in Ottawa.

Table 6: The Population of the largest African and Caribbean groups in Ottawa, 2001.

African Groups		Caribbean Groups	
Name	Group	Group	Population
Somali	8280	Jamaican	5775
Ethiopia	1625	Haitian	4610
Eritrean	890	West Indian	1310
Congolese	695	Trinidad and Tobago	1275
Ghanaian	690	Guyanese	930

Source: Statistics Canada, 2001 Census.

Table 6 above shows the five largest subgroups from Africa and the Caribbean region. The biggest group from the African region in Ottawa is the Somali, who are also the largest group among all blacks. The Somalis are distantly followed by the Ethiopians and Eritreans. The largest subgroups from the Caribbean region are the Jamaicans and Haitians. The relatively large presence of Haitians, who are mostly Francophone, underscores the importance of the Francophone part of the black community in Ottawa.

Given the fact that a larger proportion (52 percent) of the black population in Ottawa comes from Africa, it is likely that Ottawa's black population is more diverse than those living in other parts of Canada because Africa, the region where most blacks in Ottawa come from, is more diverse in terms of nationality and sub-national groups. Africa has at least 52 nationalities, each of which is made of several sub national cultural groups such as tribes and clans. As a result of their diverse backgrounds black groups in Ottawa differ in the languages spoken, culturally norms and religious affiliations. Owing to the differences in language, culture and religion, we need ask the question: Is the black community in Ottawa a *defacto community*? At this juncture the black community in Ottawa is not a defacto community, largely because 'black' is a socially constructed category that is based on skin colour without regard to the historical background of the various subgroups that make up the black community. Also, there are very few spaces and forums for the blacks in Ottawa to converge and build their community consciousness and unity.

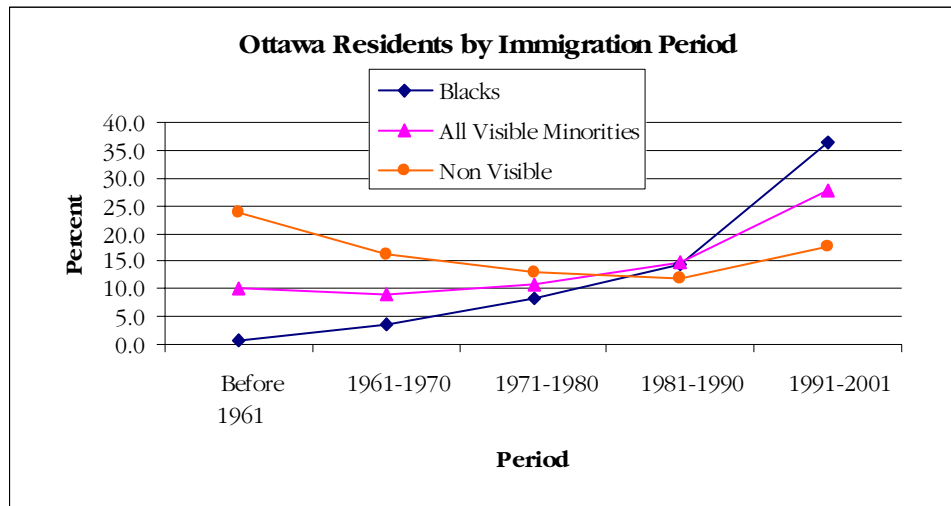
In spite of the immense challenges of rallying around a common agenda that are posed by the diversity in the black community of Ottawa, blacks can look to their common African origin to create a solid foundation for unity. Ottawa's black community needs to create mediums and forums for communicating regularly in order to deconstruct their social constructed identity and garner a sense of community consciousness and unity of purpose. It will be very difficult for the black community in Ottawa to begin articulating a common agenda without an umbrella institutional framework. The black community in Ottawa needs to unite around a common agenda so that it can increase its capacity to leverage public resources and social action to resolve the common problems in that they face.

2.6.3 Period and Generation of Immigration

The vast majority of black immigrants arrived in Canada in after the 1980s.

As illustrated in section 2.5.1 of this report, literature on visible minority immigrants postulates that the generation and period of arrival of immigrants have a direct bearing on their socio-economic outcomes such as employment and income levels. Recent immigrants are more likely to experience low socio-economic outcomes than those who are second generation or long time immigrants. According to Teelucksingh and Galabuzi (2005) recent immigrants, who are mostly racialized groups like blacks, are unable to access the labor market in Canada largely because of racial discrimination. This section of the report examines the generation and period of arrival of Ottawa's black immigrants.

Figure 3: Ottawa Residents by Immigration Status, 2001.



Source: Statistics Canada, 2001 Census.

Figure 3 above provides data about the distribution of Ottawa's blacks by period of immigration. It shows there was little or no immigration of blacks to Ottawa before 1960. However, the proportion of black immigrants to Ottawa started rising slowly and steadily between 1961 and 1981. Then, there was a dramatic increase in the proportion of black immigrants to Ottawa starting in the late 1980s up to the present day. According to Mensah (2005), the low proportion of black immigrants to Ottawa before 1961 was a result of the restrictive immigration policies which

did not favor immigrants from the third world countries. Between 1961 and 1981, there was a slow but steady increase in the proportion of black immigrants to Ottawa partly because of the lifting of restrictions in Canada's immigration policy and the introduction of the points systems for admitting immigrants to Canada. The slow but steady influx of blacks between 1961 and 1981 could have also been triggered by refugee movements, inflows of live-in caregivers and the increase of foreign students. Furthermore, many third world countries gained their independence from colonial rule during that period, enhancing the freedom of movement of their citizens. The sharp increase of black immigrants in the late 1980s to the present day has been fueled by widespread civil strife as third world countries come to grips with worsening socio-economic conditions resulting from the instability in the global political economy. Given the current turbulent geopolitical situation in the third world regions and soaring globalization, we can expect that the immigration of blacks into Canada and Ottawa, in particular, will continue at the current high levels.

2.7. Religious Affiliations

Blacks and other visible minority groups have more religious diversity than the non visible minority group. In section 3.6.2 of this chapter, we mentioned that religion adds another dimension to the diversity of the blacks and other visible minority groups. In this section will explore the distribution of blacks across the various religious affiliations. Table 7 above shows that three top religious affiliations among the blacks in Ottawa are Catholicism, Muslim and Protestant Christian. These three religious affiliations account for 29.1 percent, 27.1 and 26.9 percent of blacks in Ottawa, respectively. Altogether, the top three religious affiliations among Ottawa's blacks represent 83.1 percent of the total black community in Ottawa.

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Table 7: Ottawa Residents by Religious Affiliation, 2001.

Group	Blacks	All Visible Minorities	Non-Visible Minority
Total	100.0	100.0	100.0

Catholic	29.1	22.7	49.2
Protestant	26.9	12.1	30.2
Christian Orthodox	3.0	3.2	1.7
Christian, n.i.e.	6.0	3.9	1.4
Muslim	27.1	24.9	0.8
Jewish	0.3	0.2	1.7
Buddhist	0.1	6.1	0.1
Hindu	0.1	5.8	0.0
Sikh	0.0	1.8	0.0
Eastern religions	0.0	0.6	0.1
Other religions	0.1	0.0	0.2
No-religious affiliation	7.3	18.9	14.5

Source: Statistics Canada: 2001 Census of Population

In the case of the all visible minority group, the top three religious affiliations are Muslim, Catholicism and No affiliation. These three religious affiliations stand for 24.9 percent, 22.7 percent and 18.9 percent of the total visible minority population in Ottawa. In totality, the top three religious affiliations represent 66.9 percent of the total visible minority population.

As for the non-visible minority group of Ottawa, almost half (49.2 percent) of that population is Catholic while 30.2 percent are protestant Christians. These two denominations account for 79.4 of all non visible minority groups in Ottawa. Furthermore, 14.5 percent of all non visible minorities in Ottawa have no religious affiliations. These three religious affiliations account for 93.9 percent of the mainstream population in Ottawa.

The information presented above indicates that non visible minorities are more likely to be of Christian affiliation or no affiliation while Black's and other visible minority groups are more likely to belong to a non Christian affiliation such as Muslim of Hindu. This is reflects the fact that blacks and other visible minorities have more diversity in their historical backgrounds than the non visible minorities.

CHAPTER THREE: EDUCATIONAL AND SOCIO-ECONOMIC OUTCOMES OF BLACKS IN OTTAWA.

3.1 Introduction

This chapter presents information about the educational characteristics and socio-economic outcomes of blacks in Ottawa. Our analysis in this chapter is mainly based on the social justice perspective which postulates that all individuals, including minorities such as blacks, are entitled to social, economic and cultural rights which include the right to pursue education and engage in gainful employment without any hindrance based on gender, race, color, creed, religious affiliation or physical abilities (United Nations, 1966). According to Ulysse (1999) social justice is distributive as it espouses equitable allocation of public goods and services. He notes that Canadian discourses on social justice show that there is a gap between formal-political equality and substantive -everyday equality in the pursuance of social, economic and cultural rights in Canada, especially when it comes to visible minority groups like blacks.

Some scholars have used the Human Capital Theory to explain the relationship between educational attainment and socio-economic outcomes of individuals. According to this theory, an increase in educational levels and skills generally leads to higher productivity and better performance of the economy. It also leads to higher income returns to the skilled workers (Becker, 1975). However, other scholars have argued that the Human Capital Theory does not accurately portray the relationship between education and socio-economic outcomes. In general terms, there has been a global increase in educational levels while at the same time wages have been falling. This shows that there are no longer any guarantees that skilled workers will always obtain a positive return on their investment in further education (Livingstone, 1997).

Using the Learning Organization Theory, scholars like Senge (1994) have shifted focus from the relationship between educational attainment and incomes to the relationship between incomes and informal on-the-job skills. According to this perspective, employees and their organizations need to be continuously building on their knowledge and skills at work in order to make their companies more productive and competitive. Therefore, workers need to acquire on-the-job-skills in addition to their academic education, in order to secure better jobs and better incomes. As a result, a growing number of employers tend to place more weight on the “on-the-job skills”, leaving those without the right experience unemployed. However, Livingstone (1997) argues that empirical studies have shown that there is no relationship between continued learning on the job and incomes of employees. Although the educational attainments of blacks in Ottawa are slightly lower than those of the non visible minority groups, there could be other underlying factors for huge gaps in socio-economic outcomes. Some of factors mentioned by other studies as key determinants of the labor market outcomes of visible minorities are racial and gender discrimination (Teelucksingh and Galabuzi, 2005; and Lahey, 2005). It is important to conducted further studies to determine the role that these two factors play in the enormous discrepancies observed by our study.

3.2 Official Languages, Education and Specialization

3.2.1 Knowledge of Official Language

The ability of blacks and other visible minority individuals to access suitable jobs and other services is partly dependent on their proficiency in one or both of the official languages, English and French. Using 1991 census data, Pendakur and Pendakur (1999) showed that having knowledge of an official language increased opportunities and earnings for visible minorities in Canada. This is particularly relevant for the situation in Ottawa where the majority of the blacks (57.5 percent) and all visible minorities (66.3 percent) are foreign born immigrants coming from all regions of world. The foreign born population is more likely to have an official language that is different from English and/or French making it difficult for them to tap into labor market opportunities.

Moreover, having knowledge of both English and French (Bilingualism) was associated with higher earnings depending on the place of residence in Canada. In Ottawa, those who have a working knowledge of both official languages (Bilingual) have a great advantage when it comes to accessing suitable jobs, especially in the public sector. This is because the public sector, which emphasizes bilingualism particularly for professional jobs, is one of the largest employers in Ottawa (City of Ottawa, 2003). This section deals with the knowledge of official languages in the Black community.

Table 8: Ottawa Residents by Knowledge of Official Language, 2001.

Group	English only	French only	English and French	Neither English nor French
Blacks	58.4	7.7	31.5	2.4
All Visible minorities	68.1	2.6	23.1	6.1
Non Visible Minority	57.4	1.6	40.7	0.3

Source: Statistics Canada, 2001 Census of Population.

The language skills of blacks in Ottawa are comparable to those of the mainstream society in Ottawa.

Table 8 above shows that majority of blacks in Ottawa (58.4 percent) are only knowledgeable in English, compared with 68.1 percent for all visible minority groups and 57.4 percent for the other groups. At 7.7 percent, the percentage of blacks who have a good working knowledge of French, alone, was double that of the all visible minority and non-visible minority group put together. In terms of being Bilingual, 31.5 percent of blacks in Ottawa are competent in both English and French as opposed to 23.1 percent for all visible minority groups and 40.7 percent for non-visible minority groups. Only 2.4 percent of the blacks in Ottawa cannot speak either of the two official languages, English nor French.

3.2.2. Educational Attainment

Table 9: Ottawa Residents by Highest level of Education, 2001.

Highest Level of Education	Group		
	Blacks	All Visible Minorities	Non Visible Minority
Less than high school graduation certificate	25.9	22.2	20.2
High school graduation certificate only	12.5	9.9	12.7
Some postsecondary education	14.4	12.9	12.1
Trades certificate or diploma	7.7	5.1	7.4
College certificate or diploma	17.0	11.6	17.9
University certificate or diploma below bachelor's degree	3.1	3.6	2.1
University degree and above	19.4	34.5	27.6
Total population 15 years and over by school attendance	100.0	100.0	100.0

Source: Statistics Canada, Census

2001.

Ottawa's black population has the highest percentage of persons with less than high school education and the lowest percentage of persons with university degrees.

This section considers the educational attainment of members of the black community in Ottawa in comparison to the educational attainments of the all visible minority group and the non visible minority group. Data from the 2001 Census shows that Ottawa's blacks have a lower educational attainment than the all visible minority group or the non visible minority group. Table 9 above illustrates that **one in every four blacks (25.9 percent) in Ottawa has less than high school education compared to 22.2 percent for all visible minorities and one in five non-visible minority persons (20.2 percent) in Ottawa.** This can partially be attributed to the fact that blacks have a much youthful population, majority of who have not completed high school yet. Further research is needed to

explore the specific reasons behind the lower educational attainments among blacks in Ottawa.

The data also shows that blacks in Ottawa have a lower proportion of persons with university degrees than the all visible minority group or the non visible minority group. Table 9 above indicates that almost **one in every five black persons in Ottawa (19.4 percent) has a university degree or higher while one in every three visible minorities in Ottawa (34.5 percent) has a university degree. As for the non minority group, one in every four persons (27.6 percent) has a university degree.** It is remarkable that the percentage of visible minorities who have a university degree in Ottawa is 15 percentage points higher than the percentage of blacks in Ottawa who had a university degree. It is difficult to conclusively explain the reasons for of the lower percentage of individuals with university degrees or higher, among blacks in Ottawa. There is need to conduct further research to determined the specific causes of the observed disparities in educational attainment among the groups that we are studying.

An examination of the data on educational attainment for the youths aged from 15 through to 24 years in Ottawa reveals similar patterns of educational attainments as the one highlighted above for the three groups being studied. The data from table 18 in the appendix shows that 47.3 percent of Ottawa's black youth have less than high school education compared to 39.3 percent for the all visible minority group and 40.7 percent for the non visible minority group. Furthermore, only 5.2 percent of the black youth in Ottawa have a university degree as opposed for 10.0 percent for the all visible minority group and 8.9 percent for the non visible minority group.

According to Torczyner (1997:33), evidence from various national studies indicates that black students “tend to receive differential treatment from teachers who often perceive them as more likely to do well in vocational rather than academic studies”. This concern is shared by some leaders in the black community of Ottawa. They have expressed an immediate need to study the experiences of black students within the school system of Ottawa. In particular, the leaders would like to see a detailed study of the academic performance of black students in comparison with other groups. Furthermore, the studies should also focus on the practices of teachers and career guidance staff in order to clarify and quantify the above mentioned differential treatment of black students in Ottawa.

The data presented in this section of our report points to a serious concern about the lower educational attainment of blacks in Ottawa. It is extremely important to uplift educational attainments in Ottawa's black community in order for its members, especially the youth, to position themselves strategically to take advantage of opportunities arising in the local economy.

3.2.3. Fields of Specialization

Table 10: Ottawa Residents by Fields of Specialization, 2001.

Field of Specialization	Black	All visible minority Groups	Non Visible Minority
Educational, recreational and counseling services	7.4	5.1	9.4
Fine and applied arts	3.6	2.9	4.3
Humanities and related fields	7.1	6.9	9.4
Social sciences and related fields	16.2	11.6	15.4
Commerce, management and business administration	21.4	18.0	20.4
Agricultural, biological, nutritional, and food sciences	4.2	4.4	3.6
Engineering and applied sciences	4.6	16.8	6.7
Applied science technologies and trades	14.7	11.4	15.6
Health professions and related technologies	16.0	10.3	9.5
Mathematics, computer and physical sciences	4.6	12.5	5.6
No specialization	0.2	0.2	0.1

Source: Statistics Canada, 2001 Census

The black population of Ottawa is more concentrated in the commerce, management and business administration; social sciences and health professions. This section presents a comparison of the major fields of specialization between blacks, visible minorities and non visible minorities in Ottawa. The data presented in table 10 above shows that **one in every five blacks in Ottawa (21.4 percent) who have post secondary education are specialized in the commerce, management and business administration profession.** Another 16.2 percent of blacks in Ottawa have post secondary qualifications in the **social sciences and related fields.** The other fields of specializations that are common among blacks in Ottawa are health professions

and related technologies (16.0 percent); and applied sciences technologies and trades (14.7 percent).

Table 10 further reveals that the pattern of fields of specialization in the all visible minority group in Ottawa is significantly different from that of the black community in Ottawa. Although the most common specialization for the all visible minority group was also commerce, management and business administration at 18.0 percent, **the data shows that the all visible minority group also has a substantial part of its population (16.8 percent) who are specialized in engineering and applied sciences compared to 4.6 percent for blacks.** Furthermore, 12.5 percent of the all the visible minority group are specialized in the mathematics, computer and physical sciences profession as opposed to 4.6 percent for the black community.

With regard to the non visible minority group, its pattern of fields of specialization is slightly different from that of the blacks in Ottawa. Table 10 shows that 20.4 percent of Ottawa's non visible minorities are specialized in commerce, management and business administration professions, followed by applied sciences technologies and trades (15.6 percent) and the social science and related fields (15.4 percent). Another notable difference between the patterns of fields of specialization between the non visible minority group and blacks is when it comes to the health profession. While 16 percent of blacks in Ottawa are specialized in health professions and related technologies, only 9.5 percent of non visible minorities are specialists in this field. However, the higher prevalence of health professionals among blacks in Ottawa needs to be qualified by the level expertise or education.

The data presented in tables 19 and 20 in the appendix shows the gender differentials in the fields of specialization of Ottawa's black women and men. According to table 19, **a quarter of black women in Ottawa are specialized in health professions and related technologies and another quarter are concentrated in commerce, management and business administration professions.** Only 1.3 percent and 2.6 percent of the black women were specialized in engineering and applied sciences; and mathematics, computer and physical sciences professions, respectively. **On the other hand, nearly a quarter of the black men in Ottawa (23.1 percent) are specialized in applied science technologies and trades while another 17.9 percent are skilled in the social science and related fields.** The third most prevalent specialization among the black men of Ottawa is commerce, management and business administration professions. The percentages of the black men in Ottawa who are specialized in engineering and applied sciences; and mathematics, computer and physical sciences professions are 8.2 percent and 6.7 percent, respectively. The data presented above shows that black men in Ottawa are more likely to be specialized in science and engineering professions than black women.

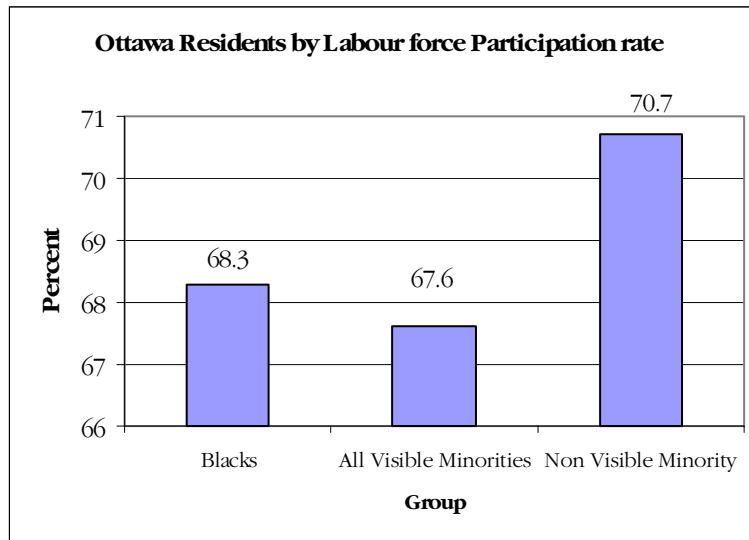
3.3. Labor Force Participation, Employment and Unemployment

The labor force participation rate shows the proportion of the population who are employed, self employed and unemployed. The unemployed persons are

individuals are not working but are willing and available to work. In other words, they have actively sought employment but are unable to find work. Persons who are unable to work due to circumstances that beyond their control are excluded from the labour force even if they are in the working ages of 16 to 64 years. This group of persons include students, terminally ill individuals and any persons whose physical conditions precludes them from working. The labor force participation rate is an indicator of the supply of labor in the economy or among a group of people.

3.3.1. Labor force Participation

Figure 4: Ottawa Residents by Labor Participation Rate, 2001.



Source: Statistics Canada, 2001 Census.

The black population in Ottawa has a high labour force participation rate although it is slightly lower than that of the non visible minority group.

According to figure 4 above, the labor force participation rate for blacks in Ottawa stands at 68.3 percent compared to the all visible minority group whose labor force participation rate is slightly lower at 67.6 percent. But the labor force participation rate for non visible minority groups was slightly higher at 70.7 percent. Among other things, the availability of a group of people to engage in economic activities depends on its demographic profile. Despite having relatively younger population than the other two groups under study, Ottawa's blacks have a high labor force participation rate.

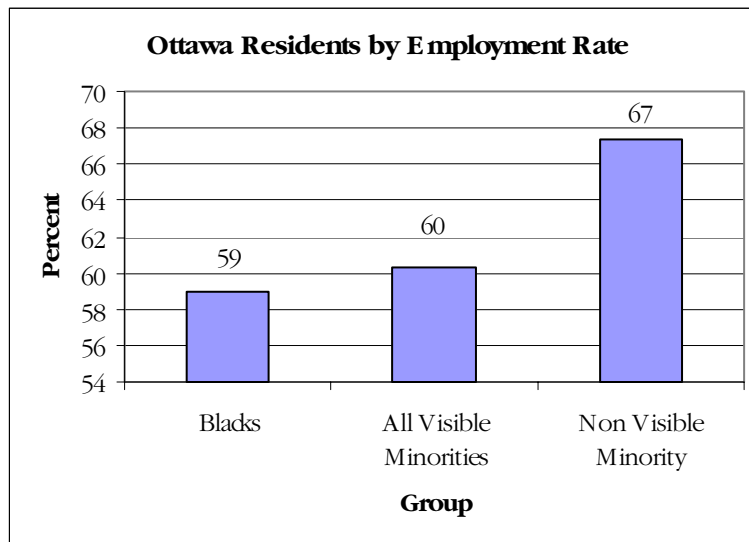
Ottawa's black women have a lower labor force participation rate than Ottawa's black men. Literature on women's participation in the labor force in

Canada shows that although their labor force participation has been rising since the 1970s, it is still below that of men (Lacey, 2005). This is true for the black community in Ottawa. **According to tables 22 and 23 in the appendix, the labor force participation rate for black women (64.5 percent) was at least 7 percentage points lower than of black men (72.5 percent).** The labor force participation rate for black women in Ottawa is slightly lower than that of non visible minority women whose labor force participation rate stands at 65.4 percent. The participation rate for the women in the all visible minority group is even much lower at 60.9 percent.

3.3.2. Employment Rates

At the national level, blacks have a higher employment rate than the non visible minority or all visible minority groups. According to Torczyner (1997) blacks in Canada had a higher employment rate (70.1 percent) than the entire Canadian population (66.7 percent) 1991. In 2001, the data shows that the employment rate for blacks in Canada was 62.4 percent compared to 61.7 percent for the non visible minority group and 59.7 percent for the all visible minority group. Therefore, the employment rate for blacks in Canada has remained higher than all visible minorities or non visible minorities.

Figure 5: Ottawa Residents by Employment Rate, 2001.



Source: Statistics Canada, 2001 Census.

In Ottawa, the employment rate for blacks is the lower than that of the non visible minority or the all visible minority groups. In contrast to the situation at the national level, Ottawa’s black population has a lower employment rate than the other groups that we are considering in this study. Figure 5 above, shows that the employment rate for blacks in Ottawa was 59.0 percent, as opposed 60.3 percent for the all visible minority group and 67.4 percent for the non visible minority group. These statistics indicate that Ottawa’s blacks face a bigger challenge in entering and staying in employment than the average black community in Canada.

Black women in Ottawa have a lower employment rate than black men or non visible minority women. According to tables 22 and 23 in the appendix, the employment rate for black women in Ottawa is 54.9 percent compared to 63.8 percent for black men in Ottawa. Moreover, the employment rate for the non visible minority women in Ottawa stands at 62.8 percent which is much higher than that of black women in Ottawa. The employment rate for women in the all visible minority group (53.3 percent) was the lowest across all groups that we considered in this study, and across gender. Generally speaking, women in Ottawa have lower employment rates than men. However, the situation is worse for black women and women from other visible minority groups.

Table 11: Highest Rates of Part time Workers among Ottawa’s Ethnic Groups, 2001.

Rank	Group	Gender		
		Both Gender	Women	Men
1.	Somali	64.0	73.0	56.0
2.	Haitian	61.0	64.0	57.0
3.	Pakistani	60.0	74.0	52.0
4.	Arab, n.i.e ³	57.0	67.0	51.0
5.	African,n.i.e	56.0	63.0	49.0

Source: Statistics Canada, 2001Census

Some black ethnic groups have the highest rates of people working on part time conditions. Table 11 above shows that Somali and Haitian Canadians have the highest percentage of workers who are working on a part time basis. At least six in every ten Somali or Haitian Canadians who are in employment are part time workers. According to table 11, Pakistani Canadians and Arabian Canadians also have high percentages of workers who are working on a part time basis. The implication of having a large segment of the community working on part time basis is that the average incomes in the ethnic group remain low because many people are not earning a full salary. Secondly, the limited health, educational and other insurance benefits available to part time workers implies that they may still be required to pay for their own medical expenses. Lastly, it is difficult to attain financial security and accumulate wealth through part time jobs.

Table 11 also reveals some glaring gender disparities in the percentages of part time workers in the ethnic groups that were studied. The percentage of women who are part time workers among Pakistani Canadians is 22 percentage points

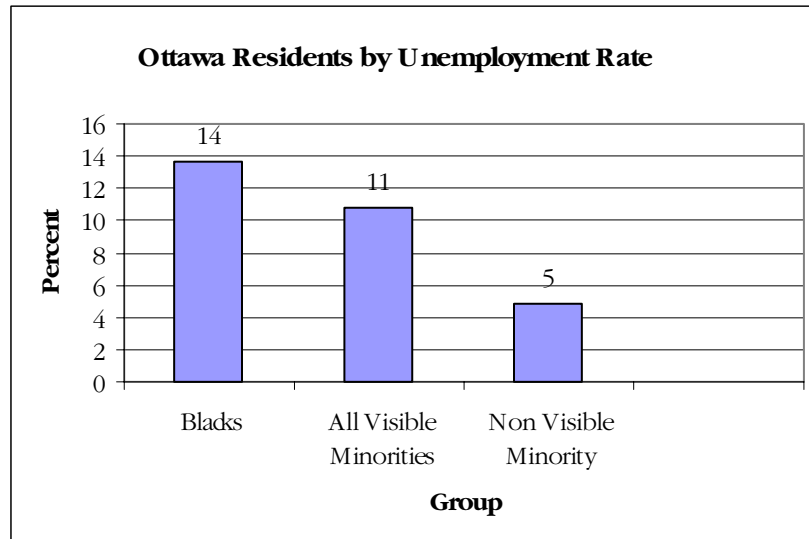
³The abbreviation “n.i.e” stands for “not included elsewhere”. It is given to residual groups in which Arabic and African ethnic groups that were not assigned a separate category in the Census are put together largely because their ethnic group does not have sufficient numbers in Canada or Ottawa to warrant its own category. This system of categorization has been applied to European and Asian groups, as well.

higher than that of men of Pakistani origin. In the case of Somali Canadians the difference between women and men in part time jobs is 17 percentage points. The disparities between the women and men of Haitian, Arabian and African origin are much smaller than the differences found in the Somali Canadian and Pakistani Canadian communities. Nonetheless, women in all the five ethnic groups considered here are more likely to be in part time work than men partly because of their maternal responsibilities, especially that the blacks and other visible minority populations tend to have a higher proportion of young children.

3.3.3 Unemployment Rates

The unemployment rate shows the proportion of persons in a population who are able and willing to work but cannot find work. Canadian literature finds that visible minorities, including blacks, tend to have higher unemployment rates at the national level despite having higher educational attainments and skills (Torczyner, 1997; Mensah, 2005 and Galabuzi, 2003). The literature cites the lack of recognition of foreign educational qualification and experience as a major contributing factor to the lower labour market outcomes. Other factors that have led to poorer labour market outcomes for blacks and other visible minorities are systemic barriers like hiring practices and discriminatory tendencies.

Figure 6: Ottawa Residents Unemployment Rates, 2001.



Source: Statistics Canada, Census 2001.

In Ottawa, the unemployment rate for blacks is almost three times higher than that of the non visible minority group. Figure 6 above, shows that the unemployment rate for blacks in 2001 stood at 13.7 percent compared to 10.8 percent for all visible minorities and 4.8 percent for the non visible minority groups. This implies that the unemployment rate for blacks in Ottawa was almost three times higher than that of the non visible minority groups. One of the reasons for the higher unemployment rate among blacks in Ottawa is their relatively lower educational attainment as shown in section 3.2.2 of this report. However, it is

difficult to determine whether the differences in educational attainment are sufficient to explain the wide gap in the unemployment rates of blacks and the non visible minority group.

Black women in Ottawa have the highest unemployment rate of all groups considered in this study. Tables 22 and 23 in appendix illustrates the black women in Ottawa had a higher unemployment rate than the black men in Ottawa. The unemployment rate for black women in Ottawa is 15.2 percent compared to 12.0 percent for Ottawa’s black men. **The data also shows that unemployment rate for Ottawa’s black women (15.2 percent) is more than three times higher than that of non visible minority women in Ottawa whose unemployment rate stands at 4.8 percent.** The unemployment rate for women in the all visible minority group (12.4 percent) is lower than that of the black women in Ottawa. Black feminists like Maddibo (2005) have argued that black women in Canada suffer from discrimination on two planes simultaneously. Firstly, they are discriminated against on ethno-racial grounds, together with black men and other visible minority persons. Secondly, they suffer discrimination based on gender, together with other women in Ottawa. Therefore, the discrimination suffered by black women is both more pronounced and qualitatively different.

Table 12: Highest Unemployment Rates among Ottawa’s Ethnic Groups, 2001.

Rank	Group	Gender		
		Both Gender	Women	Men
1.	Somali	21.2	25.9	17.1
2.	Pakistani	16.6	21.5	14.2
3.	Arab, n.i.e ⁴	16.2	19.7	14.4
4.	African, n.i.e	13.6	16.7	11.1
5.	Haitian	13.6	15.9	11.4

Source: Statistics Canada, 2001 Census

Some of the black ethnic groups have the highest unemployment rate in Ottawa. Table 12 above provides information on the ethnic groups that have the highest unemployment rates in Ottawa. Three of the five ethnic groups with the highest levels of unemployment in Ottawa belong to the black community. According to table 12 above Somali Canadians have the highest rate of unemployment (21.2 percent) in Ottawa. The table further reveals that it is not only the black ethnic groups that are affected by the relatively high levels of unemployment but also Canadians of Arabian origins and in particular, Pakistani Canadians (16.6 percent). This indicates that the factors that preclude blacks in Ottawa from accessing the labour market may be generic to other visible minorities. Also, the high proportion of newcomers or first generation immigrants

⁴The abbreviation “n.i.e” stands for “not included elsewhere”. It is given to residual groups in which Arabic and African ethnic groups that were not assigned a separate category in the Census are put together largely because their ethnic group does not have sufficient numbers in Canada or Ottawa to warrant its own category. This system of categorization has been applied to European and Asian groups, as well.

among blacks and other visible minorities implies that most of them are still struggling to find their way into the labour market. However, in the case of the Somali Canadian community the negative reception they received on entry into Canada and their protracted legalization and documentation process has had a huge impact on their ability to access the labour market.

The data presented in table 12 also shows that women are more disadvantaged than men when it comes to unemployment, regardless of ethnic group. The data shows that the unemployment rate for women is at least 4.5 percentage points higher than that of men, in all the ethnic groups that were studied. In fact, the unemployment rate for women in the Somali community (25.9 percent) is more than 8 percentage points higher than that of men of Somali origin. Given the youthfulness of the black population, it is likely that a substantial part of the population of women is compelled to stay home to take care of their small children.

3.3.4 Occupations

Table 13: Ottawa Residents by Types of Occupation, 2001.

Type of Occupations	Blacks	All Visible Minorities	Non Visible Minority
All occupations	100.0	100.0	100.0
Management occupations	6.1	9.1	14.6
Business, finance and administration occupations	19.0	14.6	21.1
Natural and applied sciences and related occupations	9.9	21.6	13.2
Health occupations	9.6	5.6	4.7
Occupations in social science, education, government service and religion	8.8	8.2	11.1
Occupations in art, culture, recreation and sport	2.7	2.3	4.1
Sales and service occupations	30.3	24.3	20.0

Trades, transport and equipment operators and related occupations	6.1	5.4	8.2
Occupations unique to primary industry	0.3	0.5	1.3
Occupations unique to processing, manufacturing and utilities	7.2	8.4	1.8

Source: Statistics Canada, 2001 Census

The type of prevalent occupations among members of a community has a huge bearing on the levels of their incomes. Canadian literature shows that members of the visible minority groups, such as blacks, tend to be concentrated into lower end jobs. Furthermore, visible minority women, including black women are more likely to be employed in low paying jobs. This section presents a comparison of the occupational profile of blacks against those of the all visible minority group and the non visible minority group.

Close to a third of the working blacks in Ottawa (30.3 percent) are employed in sales and service occupations. Table 13 above shows that the three most common occupations among blacks in Ottawa are sales and services occupations (30.3 percent), business, finance and administration occupations (19.0 percent) and natural and applied science and related occupations (9.9 percent). The all visible minority group exhibits a similar pattern with 24.3 percent in sales and services occupations, 21.6 percent in natural and applied science and related occupations and 14.6 percent in business, finance and administration occupations. When it comes to the non visible minority group, their three most common occupations are business, finance and administration occupations (21.1 percent), sales and services occupations (20.0 percent) and management occupations (14.6 percent).

From the statistics shown in table 13 above we note that **blacks in Ottawa have the highest percentage of persons who are working in sales and services occupations**, even though sales and services occupations are common to all the three groups that we are studying. A detailed look at the National Occupation Classification (HRDC, 2006) reveals that most of the jobs in sales and service occupations generally comprise of non professional jobs that are low paying. Therefore, blacks in Ottawa are more likely to be employed in low paying occupations than the all visible minority group or non visible minority group. Another notable point is that **the percentage of non visible minority persons in management occupations (14.6 percent) is more than double that of blacks in Ottawa (6.1 percent) and significantly higher than that of visible minorities as a group (9.1 percent)**. This means that there is a disproportionate concentration of non-visible minorities in management occupations, which are often highly paid⁵.

⁵ Some management occupations may not come with high pay. For instance, a manager in a convenience store may not be as highly paid as a manager of a large knowledge based company in the private sector. It is important note that there may be variations in the level of specialization and skills within each broad occupation category.

Ottawa's black women tend to be more concentrated in lower paid jobs than black men. Table 24 in the appendix shows the percentage distribution of black women and men in Ottawa across different occupation categories. The table reveals that 32 percent of all the black women in Ottawa are working in Sales and services occupations compared to 28.7 percent for the black men. Similarly, the percentage of black women in business, finance and administration occupation (25.8 percent) was more than double that of the black men (12.0 percent). Furthermore, the percentage of black women in the health occupations (16 percent) is more than four times that of the black men (3.8 percent). This shows that black women are more concentrated in sales and services, health and business administration occupations. As Lahey (2005) suggests, the women in the health sector tend to be more concentrated in lower paid support jobs.

On the other hand, **8.5 percent of the black men were in management occupations as opposed to 3.8 percent for the black women.** Secondly, 16.2 percent of the black men were employed in natural and applied sciences and related occupations compared to 3.7 percent for the Black women. Lastly, 11.4 percent of the black men in Ottawa are employed in trades, transport and equipment operators and related occupations, compared to only 1.0 percent for the black women in Ottawa. This shows that black men in Ottawa are more likely to be employed in higher paying jobs than black women.

3.4 Employment Earnings

Employment earnings are the most important source of financial resources for a household or group of people. Employment earnings are a good indicator of the financial resources available for a household to engage in an adequate consumption of goods and services so as to afford and maintain a decent life. Employment earnings also show the financial security of individuals in a group. The availability of a constant and regular source of income makes individuals or households eligible for credit facilities. Therefore, employment earnings may have a direct impact on a household's capacity to accumulate further wealth, including procuring their own housing. This section explores the levels of employment earnings in the black community in Ottawa.

3.4.1. Income Distribution

Almost 60 percent of blacks in Ottawa earn less \$20,000 per annum.

According to table 11 below, 59.8 percent of all black workers in Ottawa receive less than \$20,000 per annum. Another 30.0 percent of all working blacks in Ottawa earn between \$20,000 and \$50,000 per year. Only 10.2 percent of the working blacks in Ottawa earn incomes that equal \$50,000 and above. The income distribution for all visible minorities in Ottawa is slightly better than that of blacks. Table 11 below shows that 55.0 percent of the all visible minority workers in Ottawa receive less than \$20,000 per year for their services and another 28.5 percent earn between \$20,000 and \$50,000 per annum. Furthermore, 16.5 percent of all visible minority workers earn \$50,000 or more per annum. The income distribution for the non visible minority group is substantially better than that of

blacks or all visible minorities in Ottawa. According to table 11, 36.5 percent of the non visible minorities in Ottawa earn incomes that are below \$20,000 while another 36.0 percent earn incomes ranging between \$20,000 and \$50,000. **Notably, the percentage of the non visible minorities in Ottawa who earn \$50,000 or more in a year (27.5 percent) is almost three times higher than that of blacks (10.2 percent).** These statistics reveal that the income distribution in the black community is more skewed towards low incomes than in the other two groups that were considered in this study.

Table 14: Ottawa Residents by Income Distribution, 2001.

Income Range	Blacks	All Minorities	Visible	Non Minority	Visible
Under \$20,000	59.8	55.0		36.5	
\$20000-\$50000	30.0	28.5		36.0	
\$50000& Over	10.2	16.5		27.5	

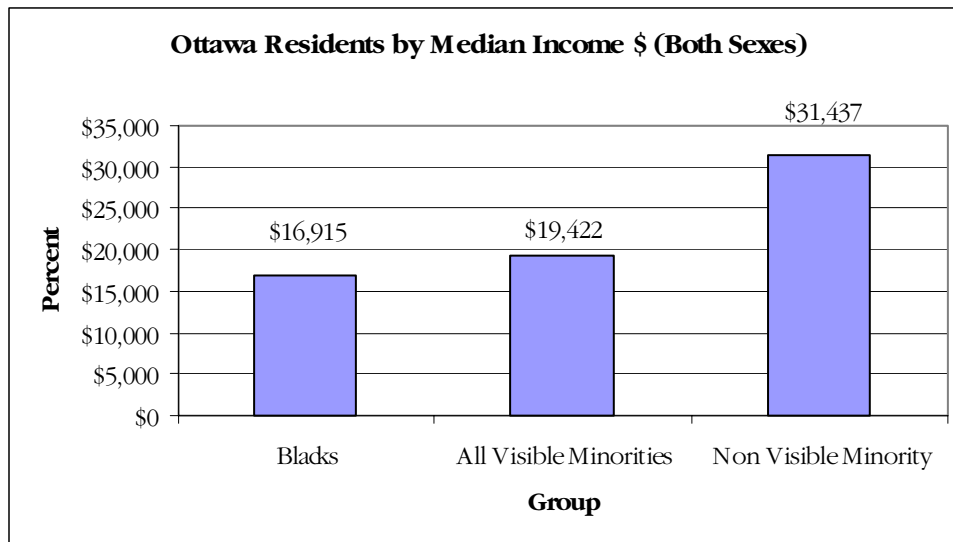
Source: Statistics Canada, 2001 Census.

If we consider the youthfulness of the black population described in Chapter Two of this report, we can infer that the financial pressure resulting from a higher dependency ratio is compounded by concentration of blacks in lower income brackets. The huge disparities between the earnings of blacks and non visible minorities in Ottawa cannot be explained by the differences in education attainments, alone. As Pendakur and Pendukar (1998) observed at the national level, the disparities between the earning of visible minorities, like blacks, and the mainstream community is partially a result of racial discrimination in the labor market.

The prevalence of low incomes is higher among black women in Ottawa than any other group. A look at the income distribution by gender reveals very disturbing patterns. According to tables 25 and 26 in the appendix, 63.5 percent of all black women in Ottawa earn incomes that are below \$20,000, compared to 55.5 percent for the black men in Ottawa. Similarly, 43.8 percent of non visible minority women were in the under \$20,000 income group as opposed to 28.5 percent for their male counterparts. This shows that when it comes to the distribution of incomes, gender is a very fundamental determining factor that deserves immediate and ample attention, especially for black women in Ottawa.

3.4.2. Median Income

Figure 7: Ottawa Residents by Median Income, 2001.



Source: Statistics Canada: Census 2001.

The Median income for Ottawa’s blacks is almost half that of the non visible minority group.

Figure 7 above shows that the median income for blacks in Ottawa was \$16,915. When you consider the all visible minority group, the median income rises slightly to \$19,422. Notably, the median income for the non visible minority groups stands at \$31,437. From these statistics we can deduce that the median income for blacks in Ottawa is only 54 percent of the median income for non visible minorities. This confirms the fact that there is a big gap between the incomes of black and non visible minority workers in Ottawa. One of the reasons for this huge disparity between the median income of blacks and non visible minorities in Ottawa is that blacks are concentrated in low paying occupations especially the recent immigrants who represent a significant proportion of blacks in Ottawa.

Black women have the lowest median income among all groups studied.

Figures 14 and 15 in the appendix present the median incomes by gender. The two charts show that the median income for the black women stands at \$15,283 while that of black men was higher at \$19,580. This implies that the median income for black women in Ottawa is 78 percent that of black men. When it comes to the all the visible minority group, the gender gap is even larger as the women’s median income is \$15,563, compared to \$24,282 for men in this group. This means that the median income for visible minority women is 65 percent of the median income for visible minority men. As for the non visible minority group in Ottawa, there is a difference of more than \$10,000 between the median income of men (\$39,826) and that of the women (\$25,514). This means that the median income for non visible minority women in Ottawa is 64 percent of the median income for the non visible minority men.

The low median income of black women in Ottawa is a result of both gender and ethno-racial factors. The income disparities that have highlighted in

the last paragraph underscore the importance of gender as a factor for explaining income differentials. The figures 14 and 15 in the appendix also show there was a difference of more than \$10,000 between the median income of non visible minority women and that of Black women in Ottawa. In other words, the median income of black women in Ottawa is only 60 percent of the median income for non visible minority women. In fact, the median income for the non visible minority women in Ottawa is higher than the median income of Ottawa's black men or the median income of visible minority men in Ottawa. Therefore, the income differentials are not only delineated along gender lines but also along the ethno-racial lines.

Table 15: Selected Ethnic Groups in Ottawa by Median Income, 2001.

Rank	Lowest Median Income		Rank	Highest Median Income	
	Group	Income		Group	Income
1.	Somali	\$11,500	1.	Norwegian	\$36,000
2.	Arab, n.i.e ⁶	\$12,000	2.	American	\$34,500
3.	Haitian	\$15,000	3.	Jewish	\$34,000
4.	Latin American	\$17,000	4.	Welsh	\$33,500
5.	African, n.i.e	\$17,000	5.	Ukrainian	\$33,500

Source: Statistics Canada, 2001 Census.

Black ethnic groups are amongst the lowest income earning ethnic groups in Ottawa. When we considered the median incomes of specific ethnic groups in Ottawa, we found that three of the five lowest earning ethnic groups in Ottawa are part of the black community. According to table 15 above, the median income for Somali Canadians (\$11,500) is the lowest among all ethnic groups in Ottawa. The median income for the Somali Canadians is just a third of the median income of each of the two highest earning ethnic groups, which are Norwegian Canadians (\$36,000) and American Canadians (\$34,500). Table 15 above also shows that Canadians of Arabian and Latin American origins are also among the five lowest earning groups in Ottawa. The lower income among some of the black ethnic groups like the Somali Canadians is a result of their relatively higher unemployment rates. Also, the lower incomes among the black groups like the Somali Canadians could be a result of the type of jobs that most members of the Somali Canadian community are engaged in. According to table 11 in section 3.2.2., 64 percent of all employed Somali Canadians are in part time jobs. Part time work is not as remunerating as full time worker, especially when you consider the medical insurance and other benefits associated with fulltime work.

3.4.3. Prevalence of Low Income

⁶ The abbreviation "n.i.e" stands for "not included elsewhere". It is given to residual groups in which Arabic and African ethnic groups that were not assigned a separate category are put together largely because the ethnic group in question does not have sufficient numbers to warrant its own category. This system of categorization has been applied to European and Asian groups, as well.

This section presents information about households whose income is not adequate to cover the necessities of life. Based on data from its expenditure surveys, Statistics Canada has developed the 2000 Low Income Cut off (LICO) thresholds, below which families are deemed to be of low income. A household is deemed to be of low income if it spends 20 percent more of its pre-tax income on food, shelter and clothing than the average Canadian household, with the same household and family size. Thus, the LICO is a relative measure of poverty. The LICOs are calculated according to the household or family size. According to the Statistics Canada, the 2000 LICOs for the different family sizes are given in the table below:

Table 16: 2000 Low Income Cut-off Thresholds for Ottawa

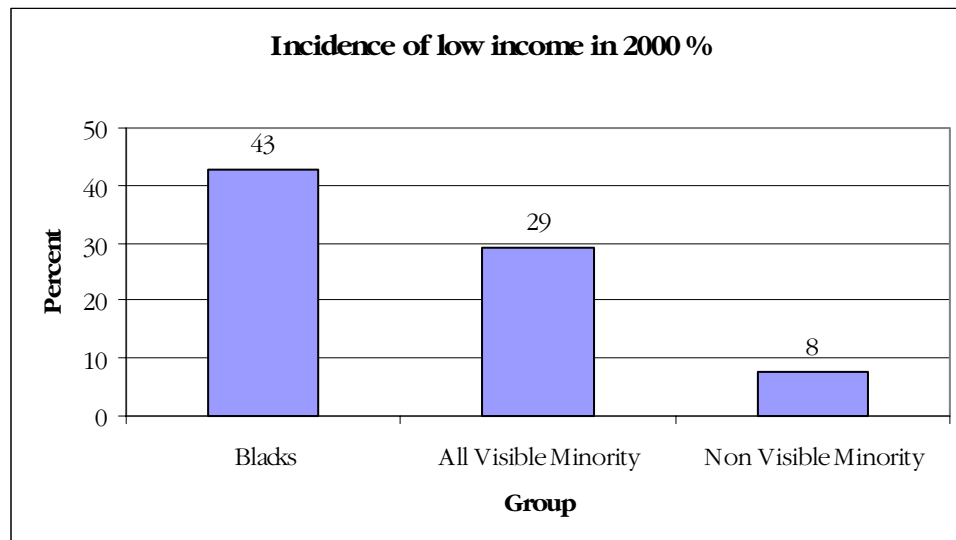
Family Size	1	2	3	4	5	6	7
2000 Low Income Cut-Offs	\$18,371	\$22,964	\$28,560	\$34,572	\$38,646	\$42,719	\$46,793

Source: Statistics Canada, 2001 Census.

Over 40 percent of blacks in Ottawa are living in households whose incomes are below the LICO threshold.

Figure 8 below shows that 42.7 percent of blacks in Ottawa live in households whose incomes are below the Low Income Cut-Off threshold compared to 29.1 percent for the all visible minority group and only 7.8 percent for the non visible minority group. This means that **the percentage of blacks living in households whose incomes are below the LICO was almost six times that of the non visible minority groups.**

Figure 8: Ottawa Residents by Incidence of Low Income



Source: Statistics Canada, 2001 Census.

Women in Ottawa, especially black women and visible minority women, are more likely to be members of households living below the LICO than any other group.

Figures 16 and 17 in the appendix show that the percentage of black women in Ottawa who are members of households that are living below the LICO (50.4 percent) is higher than that of black men in households living that are living below the LICO (47.7 percent). Similarly, 52.0 percent of all visible minority women in Ottawa are members of households that are living below the LICO compared to 43.8 percent for all visible minority men in Ottawa. As for the non visible minority group in Ottawa, 32.5 percent of the women are living in households with incomes below the LICO, as opposed to 27.2 percent for the men. Clearly, gender has a very significant bearing on the likelihood of individuals living in poor households. However, it is also important to note that the percentage of Ottawa's non visible minority women who are in poor households is lower than that of black men or visible minority men in Ottawa. This means the ethno-racial factors are also a very important determinant of the likelihood of being in poverty in Ottawa. Black women are simultaneously constrained by both gender and ethno-racial discrimination.

Table 17: Selected Ethnic Groups in Ottawa by Incidence of low Income, 2001.

Highest Poverty Level			Lowest Poverty Level		
Rank	Group	Rate	Rank	Group	Rate
1.	Somali	61.4	1.	Norwegian	3.8
2.	Arab, n.i.e ⁷	51.4	2.	Austrians	3.9
3.	Haitian	49.7	3.	Swedish	4.2
4.	African, n.i.e	35.5	4.	Welsh	4.8
5.	Lebanese	31.1	5.	English	5.6

Source: Statistics Canada, 2001 Census.

Table 17 reveals that six in every ten Somali Canadian families are living in low income that cannot afford them a decent life. The incidence of low income among Somali Canadians (61.4 percent) is more than ten times higher than the incidence of low income among Norwegian Canadians (3.8 percent). Furthermore, nearly one in every two Haitian Canadian families is also living in poverty circumstances. However, Arab Canadian families also have a high percentage of families that are living in low income (51.4 percent). Surprisingly, Lebanese Canadians who are generally regarded as well-integrated business people also have a high level of poverty amongst their families. The high levels of poverty among some black ethnic groups like Somali and Haitian Canadians is partly caused by their limited access to the labour market which is fuelled by exclusionary hiring practices such as hiring through social networks.

CHAPTER FOUR: CONCLUSION AND RECOMMENDATIONS

⁷ The abbreviation "n.i.e" stands for "not included elsewhere". It is given to residual groups in which Arabic and African ethnic groups that were not assigned a separate category are put together largely because the ethnic group in question does not have sufficient numbers to warrant its own category. This system of categorization has been applied to European and Asian groups, as well.

4.1. Introduction

The main thrust of this chapter is to discuss the key issues arising out of the data analysis conducted in the previous chapters of this report. It explores the implications of the major demographic and socio-economic outcomes of the black community in Ottawa. For instance, we will discuss the key implications of the youthfulness of black population. Also, we will consider the meaning of the relatively lower levels of educational attainment of blacks in Ottawa. It also provides some key actions and research activities that can be undertaken in order to narrow the gap between the socio-economic outcomes of the blacks and all visible minorities and non visible minorities.

4.2. Conclusion

The black population of Ottawa is more youthful than the population of all visible minorities or non visible minorities. One in very three black persons in Ottawa is a child aged below 15 years and nearly one in every five black persons is a youth aged 15 to 24 years. This structure of population implies that there is a relatively higher dependency ratio in the black community. This youthfulness of the population also entails that the burden of caring for young children is higher in the black community. Furthermore, it means that earnings per capita are reduced because at least a third of the population is outside the labour force. The ultimate result would be high incidences of low income.

The report shows that blacks in Ottawa have a relatively higher percentage of Canadian born individuals. Generally speaking, Canadian literature on the socio-economic outcomes of visible minorities argues that the disparities between visible minorities and non visible minority tend to disappear with time and especially, if the later generations of visible minorities are Canadian born. This argument does not seem to hold for the black community in Ottawa, partly because of a large segment of the population is still young. Even if they are Canadians, they are too young to make an impact. Secondly, systemic barriers such as biased hiring practices may also hamper socio-economic prosperity in the black community. We need more intergenerational data to conclusively ascertain if it is a matter of time or the systemic barriers are more influential.

The statistical data shows that the majority of blacks in Ottawa come from Africa and the Caribbean countries. Owing to the diversity within these two regions, Ottawa's black population is very diverse in terms of nationality, languages, cultural norms and religious affiliations. The categorization of the black community as 'black' is a social construct which is based on skin colour. It is not adequate to capture the diversity within the black community. In fact, it is difficult to speak of black community as a *defacto* community. The diversity within the black community poses a challenge for its members to build a common agenda and unity of purpose.

This report has shown that the percentage of blacks who have less than high school education is higher than that of the all visible minority group or the non

visible minority group. Furthermore, the percentage of blacks who have completed university degrees is lower than that of the other two groups that were studied. The lower educational attainments in the black community can partly be attributed to the more youthful demographic profile of Ottawa's black population. Literature from other parts of Canada, such as Toronto, shows that there is a relatively higher level of school dropouts among black students. One of the reasons that are commonly advanced for the higher levels of school dropouts among blacks is the discriminatory tendencies from officials in school system, which frustrates black students. In some cases, black students drop out school to seek employment at a tender age so that they can escape from the poverty conditions and family pressures at home. It is likely that this pattern of school dropouts which have been found in other parts of Canada could apply to the situation in Ottawa.

In terms of economic activities, the data from the 2001 Census shows that blacks are just as available for work as all visible minorities or the non visible minorities. However, blacks are more likely to be unemployed than all visible minorities or non visible minorities. In part, this could be due to the slightly lower education attainments of the black community in Ottawa. Secondly, almost a third of the blacks in Ottawa are recent immigrants who have problems with navigating through Ottawa's labor market. However, the gap between the labor market outcomes of blacks in Ottawa and non visible minority group in Ottawa is too wide to be adequately explained by lower educational attainment and the substantial presence of recent immigrants. It appears that systemic institutional barriers have a huge bearing on the labour market outcomes of blacks in Ottawa. In particular, the tendency for mainstream institutions to fill job positions through social networks puts blacks, especially newcomers whose social networks are distant from the mainstream society, at a disadvantage.

The data presented in this chapter also shows that blacks in Ottawa, especially black women, are disproportionately concentrated in low paid occupations such as sales and service occupations. The percentage of blacks in Ottawa who are in management occupations is less than half of the percentage of non minorities who are in management occupations in Ottawa. As a result, there are enormous disparities between the employment earnings of blacks in Ottawa and the non visible minority group in Ottawa. Almost six in every ten working blacks in Ottawa earn less than \$20,000 per annum. Furthermore, the median income of Ottawa's black workers is almost half that of the non visible minority group in Ottawa. The ultimate result is an excessively higher prevalence of black individuals in Ottawa who are living in households whose income is below the LICO threshold. Therefore, it is not only a matter of getting jobs but also getting jobs that pay adequate incomes.

Lastly but not the least, the low socio-economic outcomes facing the blacks are amplified for the black women in Ottawa. In terms of socio-economic outcomes, black women are at the bottom of the pile of all ethnic groups and all genders. Therefore, all efforts to improve the socio-economic outcomes of blacks in Ottawa must simultaneously address both the gender gap within the black community and the inequalities between blacks and the mainstream ethnic groups.

4.3. Recommendations

The results of this research have demonstrated that the black community in Ottawa continues to lag behind in terms of socio-economic outcomes. The research also found that the black community in Ottawa is very diverse making it challenging to engender a common agenda and a common course of action. This section presents recommendations on what should be done for the black community to arrest the persistently poor socio-economic outcomes of its members.

In many studies, recommendations are usually directed at the decision and policy makers, without due consideration to contribution and agency of potential beneficiaries. This study takes a different route by focusing specifically on what the black community in Ottawa must do to improve their socio-economic outcomes. We believe that by concentrating on what the black community can do for itself, we will be enhancing its ownership and responsibility for proposed recommendations. We draw heavily on the submissions made by the participants to the Black Community Consultative Meeting that was held on May 12, 2007. Using the meeting's broad theme: "The Solution lies Within Us"; we propose the following agendas and actions to foster prosperity in the black community.

- (i) As a matter of urgency, there is a need to form an umbrella organization for black organizations which will promote a unitary agenda for the black community in Ottawa. Currently, there are a number of efforts to create an organization that will protect the interests of blacks in Ottawa. The proposed umbrella organization should draw from the past and on going efforts to develop a single voice for the black community, such as the efforts of the Black Dialogue Ottawa and the African Diaspora in Canada. A unified voice is crucial for the black community to persuade the public at large to accommodate its agenda.
- (ii) The participants to consultative meeting that is mentioned above decried the gradual erosion of community consciousness, sense of belonging and socio-cultural identity. They posed the question: Is there a black community in Ottawa at all? In order to prop up community consciousness and socio-cultural identity we recommend the creation of forums and spaces for black ethnic groups to articulate their socio-cultural identity through art forms such as historical literature, visual arts, poetry and performing arts. Such social activities will foster a sense of awareness and common heritage among blacks in Ottawa.
- (iii) There is a particular concern in the black community of Ottawa about the identity problems and the lack of role models that is facing the black youth. It appears that adults in the black community have high expectations of black youths even though there are no efforts to engage the black youth and guide them to be better and successful citizens. In order to bridge the gap between black adults and youths, the consultative meeting proposed a mentorship program involving established black professionals, as mentors and black youth, the mentored party. An ad-hoc committee to spearhead this program was formed at the consultative meeting. It is important to

concretize this program and roll it out to the university and college campuses.

- (iv) Data from the Census 2001 shows that the black community in Ottawa has a lower educational attainment than all visible minorities or non visible minority. In order to reduce school dropout rates among black youth and encourage adults to complete school, we recommend that the black community should mount advocacy campaigns to increase cultural sensitivity and tolerance among school authorities. We welcome the dropping of the zero tolerance policy by Ministry of Education in Ontario and also hope that the new policies that will replace the zero tolerance policy will be more flexible. It is also vital to expand vocational programs and 'back-to-school' campaigns for both black youths and adults who have less than high school education.
- (v) Literature shows that black students do not receive proper and adequate career advice in school. As a result, most black youth end up taking academic routes that lead them to professions that may not be in demand in the labour market. We recommend the formation of independent career advisory resource center whose members will provide the black students better advice on their career choices. The resource center should also promote the participation of black parents in the school activities of their children.
- (vi) In order to increase opportunities for black youths to attain higher education we recommend the formation of an Educational Fund that will provide college scholarships to needy members of black community such as teenage mothers, single moms and youths. The fund should also provide funding for adults who would like to improve their educational qualifications. The Educational Fund will also provide a platform for recognizing high achievers in the black community and therefore, increase the number of role models. This does not necessarily imply that existing scholarships in the black community should be discontinued nor merged with the proposed Educational Fund.
- (vii) The statistical information shows the lower labor market outcomes for blacks in Ottawa, especially for the newcomers who constitute a large segment of the black community. We recommend that the black community forms support systems to orient newcomers to the labor market system in Ottawa. It is important to have a system where newcomers can learn from the experiences of black immigrants who have lived in Ottawa for a long time. Among other things, the support system should include development of soft skills and office technology skills. Ottawa being the most bilingual region of Canada, there is a need for language skills to make newcomers eligible for bilingual jobs.
- (viii) Blacks in Canada are greatly hindered by lack of social networks in their professions as they try to land suitable career jobs. The black community should replicate work induction schemes that such as job shadowing and

mentoring which have been tried elsewhere in Ontario (Teelucksingh and Galabuzi, 2005). Under these schemes unemployed black professionals can work under the supervision of a practicing professional in their field of specialization for periods of up to one year. These schemes will provide new black professionals opportunities to gain valuable Canadian experience, to prove their professional integrity and build reliable networks within their profession.

- (ix) There is also need to advocate for the streamlining of the current student co-op and placement systems in order to ensure that black students not only get a fair share of work co-ops and placements, but also that the co-ops and placements that they get are meaningful and worthwhile. This will enhance the chances of getting suitable career jobs among college and university graduates in the black community of Ottawa.
- (x) The statistical information from the Census 2001 shows that blacks in Ottawa are less likely to be involved in business or self employment activities. Self-employment and business activities can mitigate the impact of the pervasive unemployment in the community. There is need to create an entrepreneur development resource center that will assist blacks in Ottawa to develop businesses and access corporate financing. Self employment and business activities will enhance the capacity of the black community in Ottawa to become self sustaining.

4.4 Future Research Agenda

As mentioned in the introductory chapter, our research project does not provide answers about all the key issues affecting the black community in Ottawa. Rather, it provides baseline information about the black community which speaks to magnitude of the black community, its social composition and economic outcomes. In the process of conducting this research we came across literature which suggests that there are a number of critical issues that need further systematic research to fully comprehend all the major issues facing the black community. Our impression was confirmed during the consultative meeting of the black community which noted that the present report, albeit setting a tone, did not address all the burning issues in the black community. In this section we will explore some of those areas that require more systematic research.

- (i) There is need for a comprehensive historical study to establish the complete history of blacks in Ottawa. Among other things, we need to know when the first black people arrived in Ottawa, why they came to Ottawa and what type of occupations they had. We also need a chronological account of the major milestones in the historical settlement of blacks in Ottawa. This can be accomplished by searching through administrative records in the archives of the municipal and other institutions that have existed in Ottawa for long time.
- (ii) While it is appreciated that the experiences of Francophone blacks in Ottawa are unique there is scanty information regarding their socio-

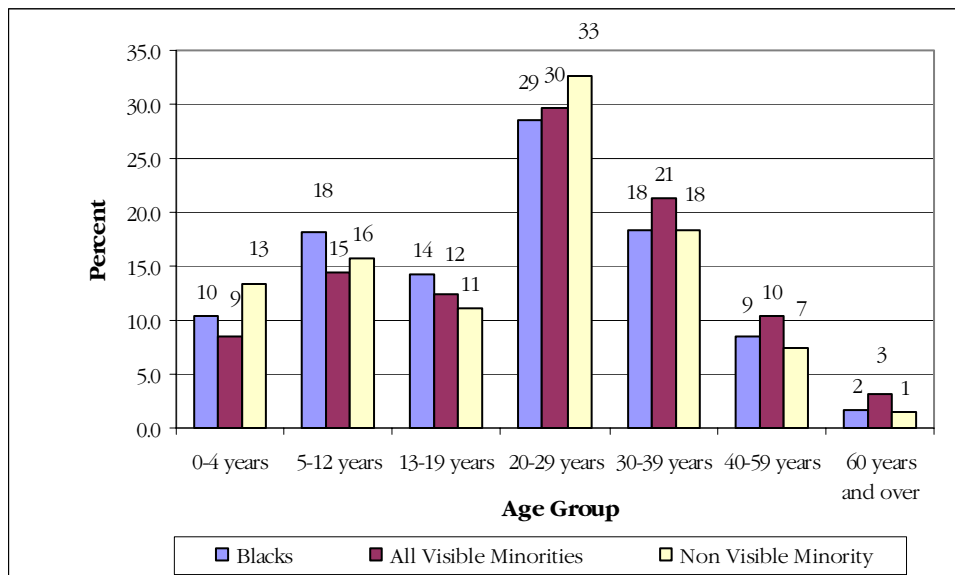
- economic circumstances. We need to study the challenges that Francophone blacks face in their pursuit of a better life in Ottawa. In the same vein, we need to explore the demographic characteristics and living conditions of Lusophone blacks in Ottawa. We can make statistical profiles of these two components of the black community and also conduct qualitative research within the Francophone and Lusophone communities.
- (iii) We urgently need to conduct research on the sense of belonging to black identity, to their ethnic identity and to Canadian identity, among blacks in Ottawa. In particular, black youths are susceptible to identity crises due to differences between their ethnic culture, black culture and the mainstream cultures as well as the lack of role models. We need to conduct focus group discussions among black adults and youth to establish the sense of belonging and contentment in the community. It will also be important to carry out a media analysis of the print media to understand the public discourses about the black community in Ottawa.
 - (iv) Another important issue that we need to address through research is the performance of black children and youths in education. A study on black children and youth in the educational system will illuminate many issues including the issues of dropouts and the impact of school policies such the zero-tolerance policy. We need to examine administrative records, statistical data and indeed, carry out focus group discussions with black children and youths in order to get to the bottom of the issues affecting their academic performance.
 - (v) Further studies about the black community in Ottawa must pay particular attention towards family circumstances, especially in relation to the socio-economic pressures involved in juggling work and taking care of a family with young children. Such studies should endeavour to shed light on the plight of lone parents, more especially single moms; children in mixed race families and intergeneration issues affecting black parents and their children.
 - (vi) Although the proportion of seniors in Ottawa's black community is lower than it is for all visible minorities or non visible minorities, there is scanty information about the living circumstances of seniors in the black community. We recommend further research should investigate the living conditions of seniors in black community. Future research must consider whether home-based care programs for seniors are more suitable for black seniors than institutionalized care.
 - (vii) Future studies in the black community of Ottawa must also consider neighbourhood and housing issues. Literature about other cities like Toronto shows that blacks tend to be concentrated in the low income neighbourhoods of the city. Does this trend apply to Ottawa as well? There is also need for information on the housing conditions of blacks in Ottawa. What is their level of homeownership and how accessible is social housing? Inevitably, such research may also draw us towards issues concerning the

black youth in their neighbourhoods and their relationship with law enforcement and justice systems. Statistical information and focus group discussions can generate ample data to analyze the issues raised above.

- (viii) Lastly, there is need to explore the levels and extent of civic and political participation of the blacks in Ottawa’s mainstream political and civic activities. Among other things, we will need information about voting practices of blacks as well as their tendency to run for office in public institutions such as school boards, city council and health boards. Also, we need to conduct research on the level of community involvement and commitment among blacks in Ottawa. We must also consider the best research methods that can harness rich information about the political and civic participation of blacks in Ottawa.

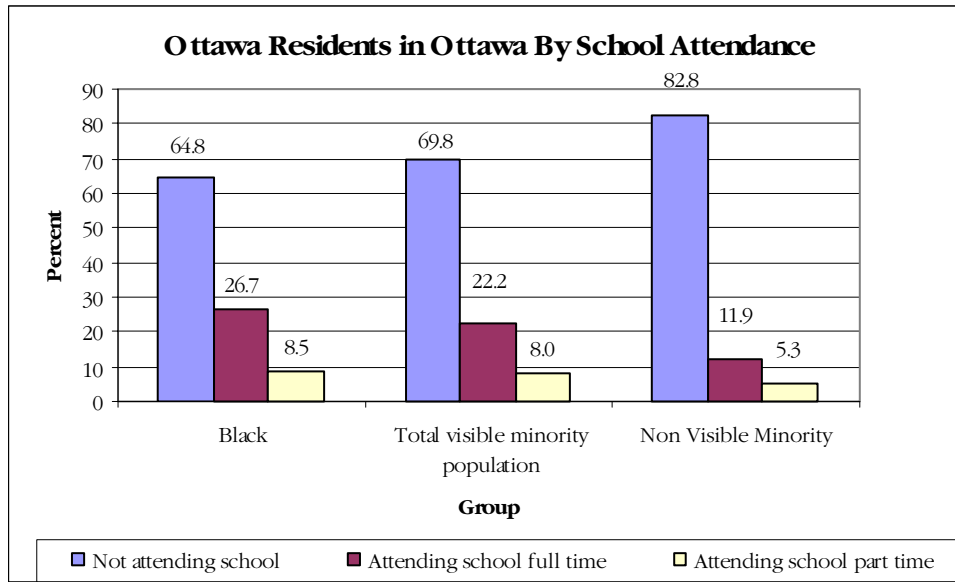
APPENDIX

Figure 9: Ottawa Residents by Age at Immigration, 2001.



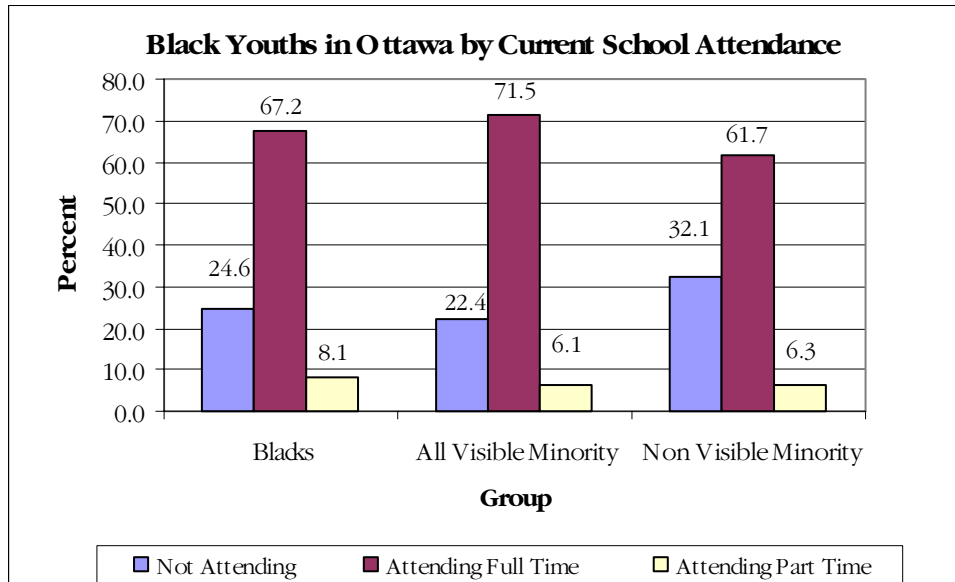
Source: Statistics Canada, 2001 Census

Figure 10: Ottawa Residents by School Attendance, 2001.



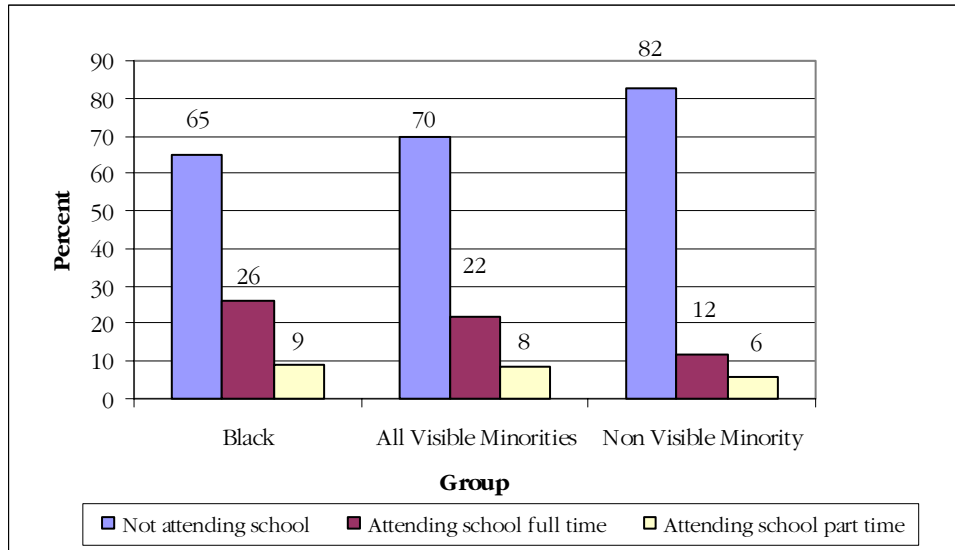
Source: Statistics Canada, Census 2001.

Figure 11: Youths in Ottawa (15-24 years) by School Attendance, 2001.



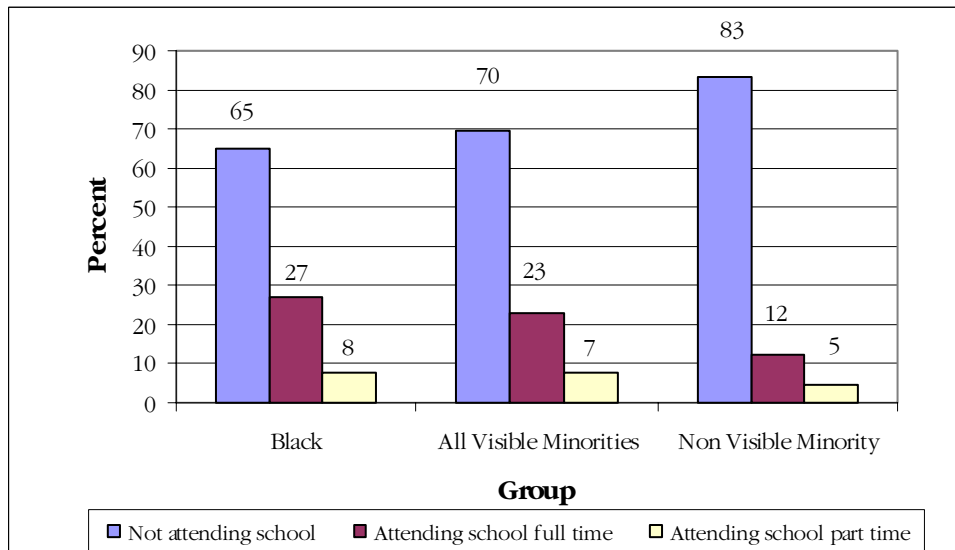
Source: Statistics Canada, Census 2001.

Figure 12: Female Residents of Ottawa aged 15 years and above by School Attendance, 2001.



Source: Statistics Canada, 2001 Census

Figure 13: Male Residents in Ottawa aged 15 year and above by School Attendance, 2001.



Source: Statistics Canada, 2001 Census

Table 18: Youth Residents in Ottawa (15-24 years) by Highest Level of Education, 2001.

Highest Level of Education	Group		
	Blacks	All Visible Minorities	Non Visible Minority
Less than high school graduation certificate	47.3	39.3	40.7

High school graduation certificate only	17.2	14.0	13.1
Some postsecondary education	22.5	27.4	24.8
Trades certificate or diploma	2.3	2.2	2.7
College certificate or diploma	4.8	5.1	9.0
University certificate or diploma below bachelor's degree	0.7	2.0	0.8
University degree and above	5.2	10.0	8.9
Total population 15 years and over by school attendance	100.0	100.0	100.0

Source: Statistics Canada, 2001 Census

Table 19: Female Residents in Ottawa (15-24 years) by Fields of Specialization, 2001.

Fields of Specialization	Black	Total visible minority population	Non Visible Minorities
Educational, recreational and counseling services	7.9	7.5	14.1
Fine and applied arts	5.1	4.1	5.8
Humanities and related fields	6.5	9.2	11.4
Social sciences and related fields	14.7	13.0	15.9
Commerce, management and business administration	25.3	22.3	23.9
Agricultural, biological, nutritional, and food sciences	3.8	4.8	3.8
Engineering and applied sciences	1.3	7.5	1.8
Applied science technologies and trades	7.2	6.2	4.6
Health professions and related technologies	25.3	15.2	15.4
Mathematics, computer and physical sciences	2.6	10.0	3.2
No specialization	0.2	0.1	0.1

Source: Statistics Canada, 2001 Census

Table 20: Male Residents of Ottawa (15-24 years) by Fields of Specialization, 2001.

Fields of Specialization	Blacks	All visible minority	Non Visible Minority
Educational, recreational and counseling services	6.7	2.8	4.6
Fine and applied arts	1.9	1.8	2.7
Humanities and related fields	7.8	4.7	7.3
Social sciences and related fields	17.9	10.2	15.0
Commerce, management and business administration	17.1	13.9	16.9
Agricultural, biological, nutritional, and food sciences	4.7	3.9	3.5
Engineering and applied sciences	8.2	25.6	11.6
Applied science technologies and trades	23.1	16.3	26.7
Health professions and related technologies	5.7	5.6	3.5
Mathematics, computer and physical sciences	6.7	14.9	8.0
No specialization	0.2	0.2	0.1
Total	100.0	100.0	100.0

Source: Statistics Canada, 2001 Census

Table 21: Youth Residents in Ottawa (15-24 years) by Labor Force Participation Rate, Employment Rate and Unemployment Rate, 2001.

Group	Participation Rate	Employment Rate	Unemployment Rate
Blacks	55.9	43.0	23.1
All Visible Minority	55.3	44.8	19.2

Non Visible Minority	73.0	64.6	11.6
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Source: Statistics Canada, 2001 Census.

Table 22: Male Residents in Ottawa aged 15 years and above by Labor Force Participation Rate, Employment Rate and Unemployment Rate, 2001.

Group	Participation Rate	Employment Rate	Unemployment Rate
Blacks	72.5	63.8	12.0
All Visible Minority	74.7	67.6	9.5
Non Visible Minority	76.5	72.9	11.6

Source: Statistics Canada, 2001 Census.

Table 23: Female Residents in Ottawa aged 15 years and above by Labor Force Participation Rate, Employment Rate and Unemployment Rate, 2001.

Group	Participation Rate	Employment Rate	Unemployment Rate
Blacks	64.7	54.9	15.2
All Visible Minority	60.9	53.5	12.9
Non Visible Minority	65.4	62.3	4.8

Source: Statistics Canada, 2001 Census.

Table 24: Blacks in Ottawa (15 years and above) by Types of Occupations and Gender, 2001.

Types of Occupations	Both Sexes	Male	Female
All occupations	100.0	100.0	100.0
Management occupations	6.1	8.5	3.8
Business, finance and administration occupations	19.0	12.0	25.8
Natural and applied sciences and related occupations	9.9	16.2	3.7
Health occupations	9.6	3.1	16.0
Occupations in social science, education, government service and religion	8.8	8.1	9.4

Occupations in art, culture, recreation and sport	2.7	3.3	2.1
Sales and service occupations	30.3	28.7	32.0
Trades, transport and equipment operators and related occupations	6.1	11.4	1.0
Occupations unique to primary industry	0.3	0.3	0.1
Occupations unique to processing, manufacturing and utilities	7.2	8.4	6.1

Source: Statistics Canada, 2001 Census

Table 25: Male Residents in Ottawa (15 years and above) by Income Distribution, 2001.

Income Range	Blacks	All Minorities	Visible	Non Minority	Visible
Under \$20,000	55.5	46.9		28.5	
\$20000-\$50000	30.3	30.0		34.4	
\$50000& Over	14.2	23.1		37.1	

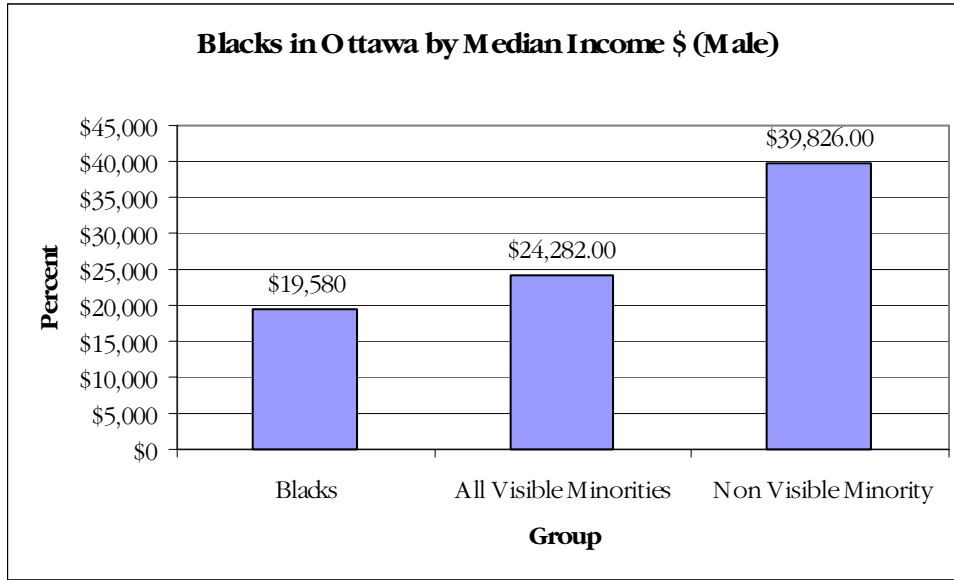
Source: Statistics Canada, 2001 Census.

Table 26: Female Residents in Ottawa (15 years and above) by Income Distribution, 2001.

Income Range	Blacks	All Minorities	Visible	Non Minority	Visible
Under \$20,000	63.5	62.9		43.8	
\$20000-\$50000	29.7	27.0		37.6	
\$50000& Over	6.8	10.1		18.6	

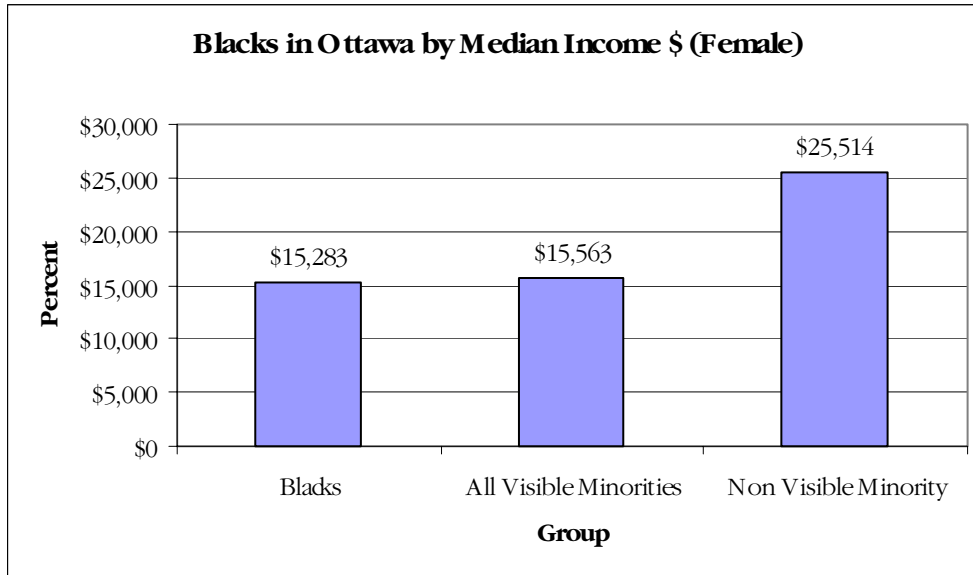
Source: Statistics Canada, 2001 Census.

Figure 14: Male Residents in Ottawa (15 years and above) by Median Income, 2001.



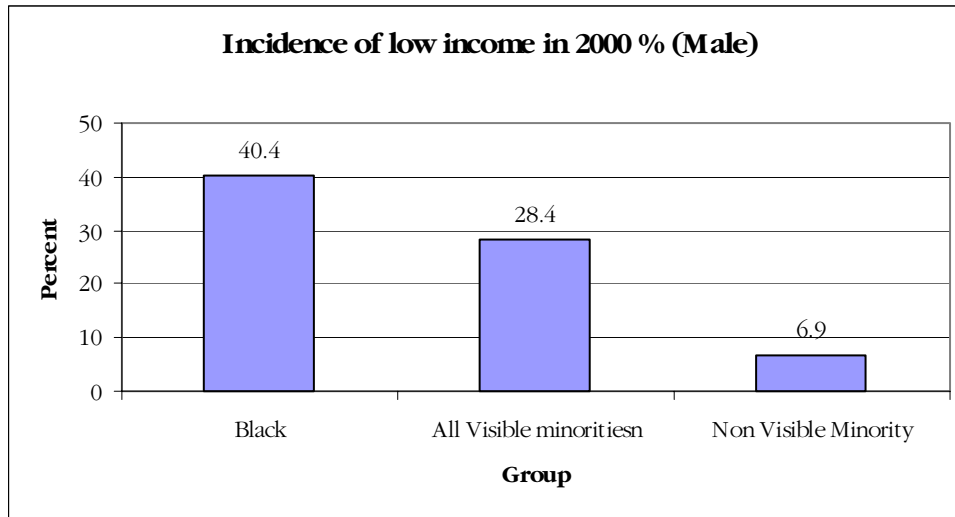
Source: Statistics Canada, 2001 Census.

Figure 15: Female Residents in Ottawa (15 years and above) by Median Income, 2001.



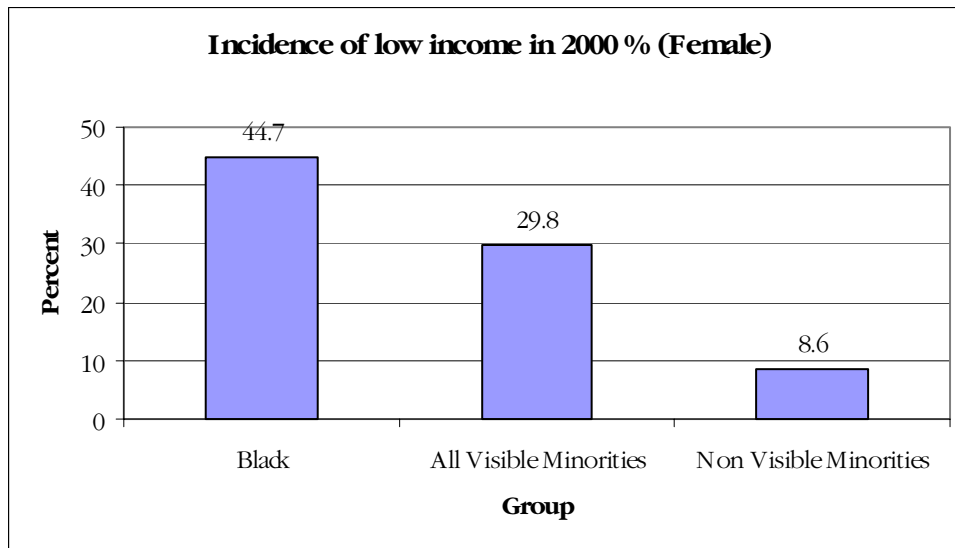
Source: Statistics Canada, 2001 Census.

Figure 16: Male Residents in Ottawa (15 years and above) by Incidence of Low Income, 2001.



Source: Statistics Canada, 2001 Census.

Figure 17: Female Residents in Ottawa (15 years and above) by Incidence of Low Income, 2001.



Source: Statistics Canada, 2001 Census

Table 27: The Black population in Ottawa by Age Specific Sex Ratios, 2001.

Age Group	Gender		
	Male	Female	Total
Under 15	51.2	48.8	100.0
15-24	50.6	49.4	100.0
25-34	40.6	59.4	100.0
35-44	46.3	53.7	100.0
45-54	47.9	52.1	100.0

55-64	44.8	55.2	100.0
65+	41.0	59.0	100.0

Source: Statistics Canada, 2001 Census

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