

Diversity and Integration in Education, Skills and Business; the Canadians Experience and Challenges for Europe

An Address

By

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Why the West Must Adapt

- The lesson of Narcissus' tale: Vanity, Callousness, and Insensitivity leads to complacency.
- Adaptation & flexibility is tantamount to the survival of western economies.
- Immigration accounts for 2/3 of population growth in OECD countries.
- Diversity is opportunity, innovation, growth, and the results are wealth: economic & cultural.

Why Racism Must Stop: Demographic Trends

- Demographic trends: Change is constant and therefore, unavoidable.
- Low birth rates with aging populations are causal effects for the need to rely on immigration.
- Diversity enhances business & government competition furthering growth and opportunity.

Global Talent Crunch

Median Ages in the Western Work Force

Median Age Actuals &

Projections in OECD Countries

	1980	1990	2000	2010	2020	2050
United States	30.1	32.8	35.8	37.8	39.0	42.1
Canada	29.2	32.8	36.8	40.0	41.6	42.6
Portugal	29.1	34.5	37.3	40.5	44.5	50.0
Czech Rep.	33.0	35.2	37.5	40.4	44.7	53.3
France	32.5	34.7	37.6	40.3	42.3	43.9
Spain	30.3	33.9	37.9	42.3	46.9	54.3
UK	34.6	36.1	38.2	41.2	42.7	44.5
Greece	34.2	36.1	39.4	43.0	46.6	52.5
Germany	36.4	37.7	40.0	44.1	46.9	48.4
Italy	34.0	37.4	40.6	44.9	49.0	53.2
Japan	32.6	37.4	41.2	43.8	46.9	49.0

Global Talent Crunch

Foreign Born Statistics

- Austria: 9.1 %.
- Belgium: 8.9 %
- Germany: 8.9 %
- France: 35.6 %
- Luxembourg 19.0 %
- Denmark: 8.4 %*
- Norway: 6.6 %*

Source: OECD Economic Outlook, December 2000

* Factsheet Denmark: Ministry of Foreign Affairs of Denmark

* "A Matter of Decency ? The Progress in Norwegian immigration politics," by Hagelund Anniken, Journal of Ethnic & Migration Studies, January 2003

Canadian Diversity: Global Talent Crunch

- The face of Canada is changing – and changing fast.
- The visible minority population has grown five times faster than the Canadian population as a whole.
- Canada has an ageing population and low birth rates therefore migration increases.
- Almost three-quarters of all newcomers to Canada are visible minorities.
- In Toronto & Vancouver, almost one in two citizens is a visible minority.

Canadian Source Countries

Total Number of Immigrants to Canada by Top Source Countries
(three year totals)

	1998-01		1994-97		1990-93		1986-89		1982-85	
	#	Rank	#	Rank	#	Rank	#	Rank	#	Rank
China	106,018	1	49,647	2	32,360	2	11,461	6	5,291	5
India	46,204	2	27,578	4	13,091	6	9,716	8	3,331	9
Pakistan	33,928	3	21,106	5	3,704	21	1,632	37	657	
Korea	26,730	4	12,607	7	9,795	9	6,617	10	1,672	19
Philippines	17,873	5	20,897	6	30,394	3	18,354	2	4,328	8
Taiwan	17,300	6	36,868	3	20,421	5	6,138	13	1,220	23
Iran	16,027	7	12,125	9	6,046	13	6,312	12	3,232	10
Russia	14,323	8	7,807	14	652	72	14		2	
Romania	12,997	9	12,384	8	5,789	14	1,393		1,066	
France	11,684	10	8,689	12	9,261	11	4,775	15	3,190	11
Ukraine	9,593	11	9,196	16	597		4		0	
United States	9,416	12	9,491	11	8,609	12	10,113	7	9,863	2
England	8,333	13	9,502	10	12,948	7	13,548	3	12,730	1

Impact of Immigration: How Diversity Affects the West

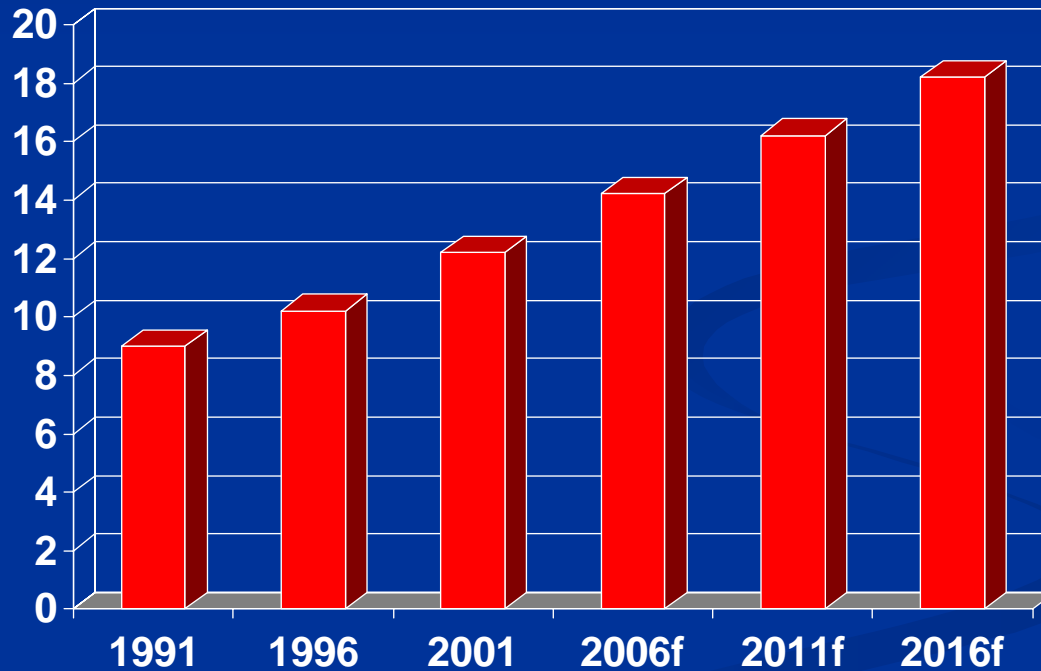
Two critical events took place in the past year which demonstrate change is needed from the leaders of western countries.

1. The demonstrations in the US by Latin-Americans regarding an immigration bill.
2. The riots in France over lack of opportunities for visible minorities.

Providing Opportunity

- Barriers exist in Canadian institutions & organizations which place real limits on visible minorities affecting our economy and potential.
- We underutilize the talents of both Canadian-born and immigrant visible minorities.
 - Visible Minorities earned 11 % less than other Canadians in 1991.
 - Visible Minorities earned 14 % less in 2000.
- While immigrants to Canada are often highly educated, skilled and experienced, we do not recognize their qualifications or their accomplishments.
- Organizations wanting to be successful need to create working environments, policies and practices that attract visible minorities and fully maximize their talents.

Percentage of Visible Minorities in the Canadian Labour Force



f = forecast

Source: Conference Board of Canada

Multiculturalism in Canada

- By 2011 the Growth of Canada's Labour Force will be fully dependent on immigration.
- Skills shortage require Canada to attract large numbers of immigrants.
- Canada's diversity, properly nurtured, is its greatest strength.
- Diverse cultures in public education creates the perception that multiculturalism is a norm.
- By 2016 visible minorities will represent more than 18 percent of Canada's labour force – a talent pool of 3.4 million people.

Diversity Through Legislation

- Multiculturalism has been a Canadian policy since the 1970's.
- Enacted in 1982, the **Charter of Rights and Freedoms** prohibits discriminatory practices against a person based on race, ethnicity, religion or sex.
- **Employment Equity Act** of 1995 is to eliminate systemic discrimination in the workplace for women, members of visible minorities, Aboriginal persons, and people with disabilities.
- Multiculturalism has gone from a state policy to a bona fide embraced Canadian value.

Building A More Inclusive Work Force

- Racism is the biggest problem that will impede production & investment delaying economic growth.
- Diversity is employment equity -- human resource managers must recognize the experience foreign employees bring to the work place.
- Canada's diversity is cited more than any other factor as the characteristic that makes Canada unique.

Minorities Within Minorities

New Canadians

Largest Visible Minority Groups in Canada	Total Individuals	Per Cent of all Minorities *
Chinese	1,029,395	25.8
South Asian	917,075	23.0
Blacks	662,210	16.6
Arabs & West Asians	303,965	7.6
Latin Americans	216,975	5.4
Koreans	100,315	2.5
Japanese	73,315	1.8

*Table includes only selected visible minority groups. Percentages, therefore, do not add up to 100 per cent.

Source: Statistics Canada

Diversity is Globalization

- Diverse businesses and governments offer networking and innovative opportunities increasing individuals' insights.
- Organizational and societal diversity makes problem solving easier, faster, and more productive.
- More diverse an organization & society the easier it is to capture market shares in global trade, & domestic niche markets for specific groups.
- Diversity can create reputations affecting a society's psychology, as Canadians now perceive themselves as the most diverse, friendly, and most efficient mediators in the world.

Benefits of Immigration

- Immigration is critical to the labour force growth and economic prosperity of most western nations.
- Immigrants will continue to reshape our countries, the importance is avoiding backlash.
- The road to racial integration has never been a smooth one.
- The most important tools are laws that protect the rights of individuals and promoting employment equity.
- Through law, business and government can advance diversity, equality, and integration to prevent racism and discrimination.

Conclusion:

Leadership is Fundamental

- Most important is a commitment through leadership to develop policy and legislation to champion diversity.
- The commitment for integration is crucial not only to western economies but stability as well.
- Latin demonstrations in the US and riots in France make it apparent governments are becoming complacent.
- Only with cultural and racial integration in all levels of business and government will societal stability be adequate.