

**Key findings:**

- ◆ **British Isles and Canadian are the top ethnic origins of Hamilton residents**
- ◆ **The number of children identifying with Indigenous and visible minority groups in Hamilton is much higher than among older age groups, indicating high growth rates of these groups.**
- ◆ **Discrimination faced by racialized Canadians continues to be high, with research demonstrating that just having a non-English sounding name reduces employment opportunities.**

**Introduction**

Due to differences in methodology and the lower data quality of the voluntary National Household Survey that replaced the mandatory long form Census in 2011, NHS cannot be compared with to historical Census data. However, it is still possible to analyse NHS data more closely to see trends in Hamilton's demographics and forecast potential differences that may become more apparent when the 2016 Census data is released in 2017.

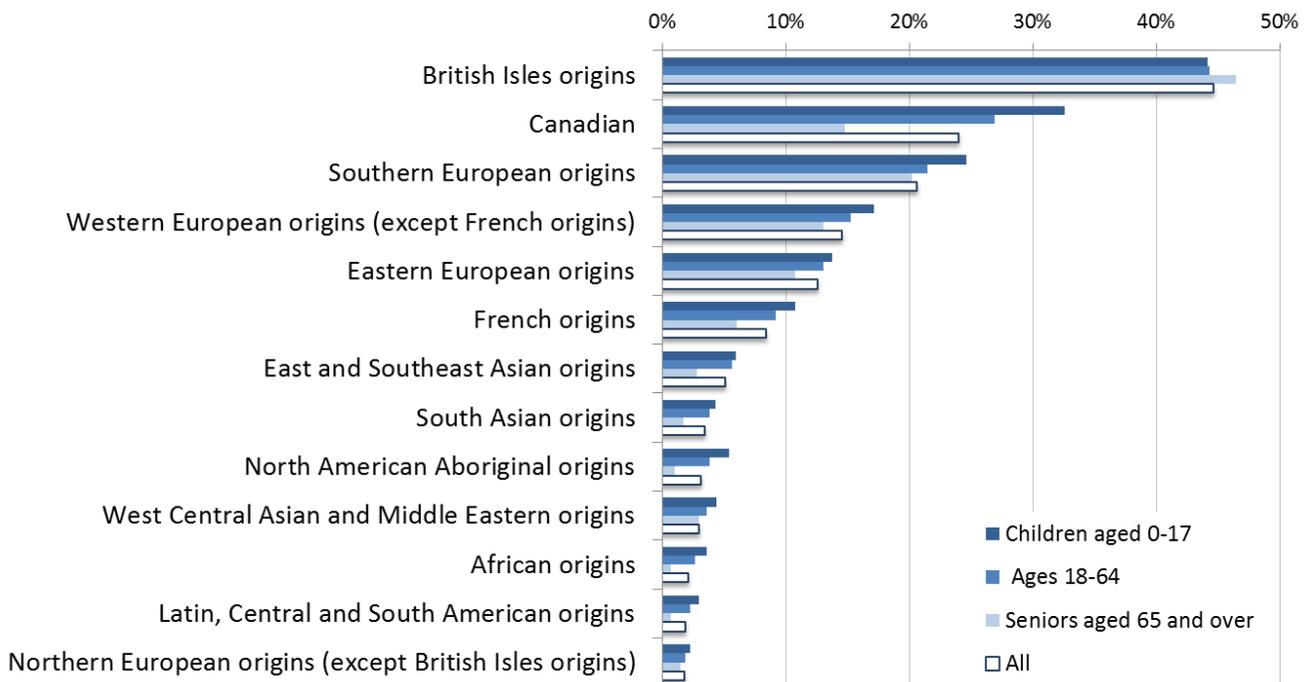
This bulletin in the *Demographic Shifts* series examines demographic data for Hamilton's top ethnic groups, Indigenous residents and visible minority groups to explore changes in Hamilton's population.

**Ethnic Origins**

Chart 1 shows that a plurality of Hamiltonians identify their ancestry with countries in the British Isles including Ireland (approximately 45%). This proportion does not vary substantially by age group.

The second most common ethnic origin written in Census forms by Hamiltonians is "Canadian" (approximately 23% of Hamiltonians identify this way). Unlike most other ancestry groups, the proportion of residents who identify Canadian as their ethnic origin varies tremendously by age group. Only 15% of seniors report a Canadian ethnic origin, while the rate is more than double among children (32%). (Note that respondents often report multiple ethnic origins.)

**Chart 1. Major ethnic origin groups, by age group, City of Hamilton (Statistics Canada, 2011 NHS)**



## Indigenous residents and visible minority groups

The strong growth in the number of Hamilton residents of Indigenous ancestry can be seen in Chart 2 with the change from 1% among residents aged 65 and older, 3% among the 15-64 age group and rising to 6% among Hamilton's children aged 14 or younger. A full 25% of Hamilton's Indigenous residents are under age 15, compared to only about 17% average for the city overall. The SPRC's *Profile of Hamilton's Aboriginal Residents* provides more insight into this growing population.

The growth trend is similar among other racialized groups, with increasing proportions of Hamilton residents who identify with a visible minority group: 7% among residents aged 65 and older, 16% among the 15-64 age group and rising to 22% among Hamilton's children aged 14 or younger. This stands in contrast to the declining trend in the number of Hamiltonians who were born outside of Canada, as demonstrated in other bulletin in this series. A growing proportion of Hamilton's residents identifying with a visible minority group are Canadian-born (37% in 2011).

**Chart 2. Persons identifying a First Nations and Metis ancestry, and visible minority groups, by age groups, City of Hamilton (Statistics Canada, 2011 NHS)**

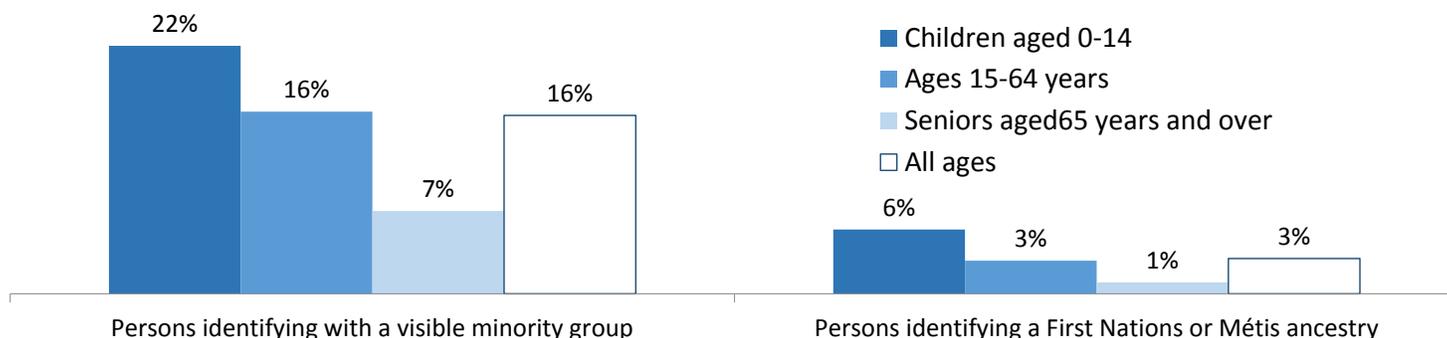
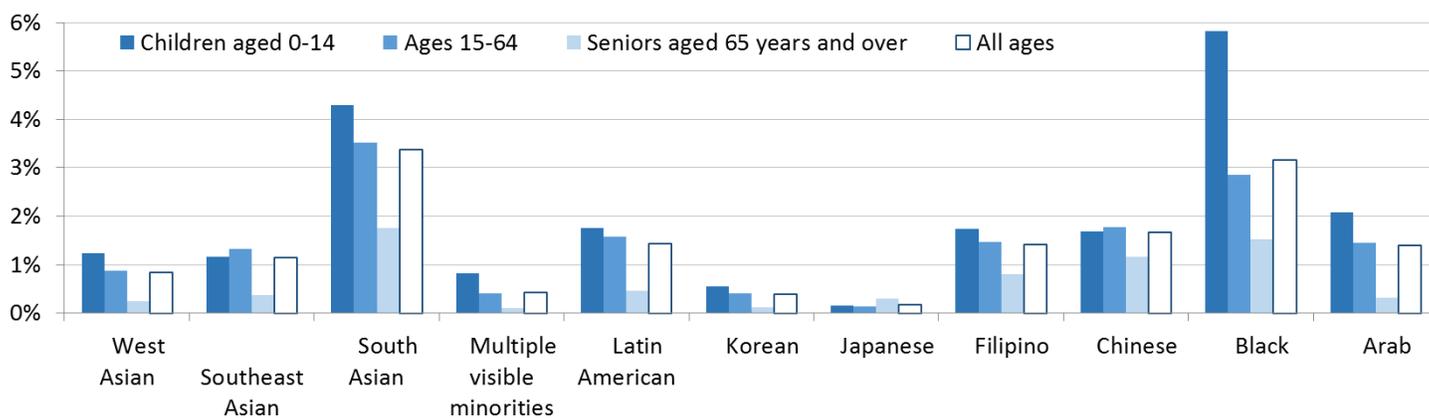


Chart 3 illustrates the shifts in diversity within Hamilton's visible minority groups. By far the largest growth will be seen in the coming years among Black Canadians. While about 1.5% of Hamilton's seniors identify as Black, just under 3% of working age residents do, with a rise to almost 6% among children under age 15. The other visible minority group which is increasing substantially is South Asian (most often residents who can trace back their ancestry to India, Pakistan and nearby countries).

Many residents from visible minority groups (born in Canada or otherwise) and of Indigenous ancestry, continue to face high rates of discrimination. For example, the 2015 *Hamilton's Vital Signs* report highlighted research that demonstrated that the experience of racism in Canada's labour market is pervasive and is a major barrier for many to get hired. In an experiment with 20,000 fictitious resumes sent in response to job ads, Canadian employers were 35% to 40% more likely to call English-sounding names for an interview, compared to foreign-sounding names, despite identical resumes otherwise with 4-6 years experiences and a bachelor's degree. In interviews with employers, the researchers reported that employers justify the discrimination because they make assumptions about level of English proficiency simply by judging a person's name. However, the research showed that the degree of discrimination was found to be the same even if the job did not require high proficiency in English, or if applicants were identified as Canadian born. Policies to address and reduce discrimination in Hamilton's labour market would improve outcomes for residents who currently experience unfair employment practices.

**Chart 3. Persons identifying with a visible minority group, by age groups, City of Hamilton (Statistics Canada, 2011 NHS)**



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