In 2016, approximately 348,895 people reported belonging to a visible minority group in Edmonton. Just over half were women and girls. The highest proportion of visible minorities include South Asian at 86,550 individuals, Chinese at 57,715 individuals and Black at 54,285 individuals.

**DEFINITIONS**

‘VISIBLE MINORITY’
Refers to persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour.

RACIALIZED: Racialized gender refers to the effects of race and gender processes on individuals, families, and communities. This concept recognizes that women do not experience race and gender similarly.

AUDIBLE MINORITY: An individual whose accent is different from the mainstream community. It usually is used to refer to accent discrimination, and is part of a multi-faceted and interconnected web of prejudice that includes race, gender, sexuality, and many other notions of identity, whether chosen or imposed.

**EDUCATION**

Visible minority women (born in Canada) are more likely to have a post-secondary degree, AND (whether born in Canada or not) it is more likely to be in a non-traditional field.

<table>
<thead>
<tr>
<th>MAJOR FIELD OF STUDY</th>
<th>NOT A VISIBLE MINORITY</th>
<th>VISIBLE MINORITY</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>WOMEN</td>
<td>WOMEN</td>
</tr>
<tr>
<td>Physical and life sciences and technologies</td>
<td>2.9%</td>
<td>5.7%</td>
</tr>
<tr>
<td>Mathematics, computer and information sciences</td>
<td>2.5%</td>
<td>4.8%</td>
</tr>
<tr>
<td>Architecture, engineering, and related technologies</td>
<td>3.0%</td>
<td>5.5%</td>
</tr>
</tbody>
</table>

47.7% of Canadian-born visible minority women of core working age had a university degree. 25.8% of same-aged women who were not a visible minority had a university degree.

**EMPLOYMENT**

WAGE GAP
Visible minority women earn 70.1% of what all men earn, and 84.4% of what visible minority men earn.

DISCRIMINATION
Over 20% of visible minority women in Canada experienced some discrimination due to: ethnicity, race, skin colour, religion, or language. Half of those reported discrimination in their workplace or when applying for a job.

**TOP 3 INDUSTRIES OF EMPLOYMENT FOR IMMIGRANT WOMEN IN EDMONTON**

- Health care and social assistance: 25.4%
- Retail trade: 14.6%
- Accommodation and food services: 11.7%

Higher prevalence of low income among visible minority women compared with women who are not a visible minority.

Sources for these statistics are available at ecfoundation.org
**Visible Minority Women in Leadership**

Across Canada, only 7% of municipal council seats are held by visible minorities, according to a study of the 50 largest cities.

*Despite more visible minority women running in each election, there are no visible minority women on Edmonton City Council.*

**Health**

**Health Data Gap on Visible Minorities in Canada**

- Visible minorities are often treated as a single category, ignoring differences by race, ethnic origin, and other characteristics.
- The data gap is larger among visible minority older adults.

**The research tells us:**

- Most chronic conditions are lower among visible minority women than among the rest of the female population, but self-reported general health ratings tended to be lower among visible minority women aged 15 and over than among same-aged women who were not a visible minority.

Research is important for this group because of the "healthy immigrant" effect. Canada's immigration guidelines favour healthy individuals, meaning that newcomers tend to be healthier than Canadian-born individuals. This trend does not continue over time and health becomes a factor for older adult immigrants.

**Hate Crimes & Discrimination**

**Alberta Human Rights Commission**

From April 2016 to March 2017 of the complaints by individuals in Alberta were due to their race/colour (204 of 2,657).

**Racial Minorities, whether born in Canada or not, experience:**

- Lower incomes than non-visible minority immigrants, even after they have been in Canada for well over a decade.
- Housing discrimination. According to the Women's Economic Council, landlords frequently discriminate against immigrant women on the basis of their gender, national origin, race, the presence of children, and their employment and income status.

**Visible Minority Seniors**

**Edmonton’s Seniors Are Diverse.**

People aged 65 - 74: 10% are visible minorities.

People aged 75+: 8% are visible minorities.

Visible Minority Grandmothers More Likely to Reside with Grandchildren:

In 2011 the percentage of women (aged 45 and over) living with their grandchildren:

- 15.0% of visible minority women.
- 3.3% of non-visible minority women.

**Confidence in the Police**

The percentage of people who say they have confidence in the police:

- 58% of visible minorities.
- 68% of non-visible minorities.

**Visible Minority Police Officers**

- Around 8.4% of Canadian officers.
- 14% of Edmonton Police.

**Safety in the Community**

- Visible minorities report feeling less safe after dark.
- Visible minorities are more likely to report signs of social disorder in their community.
- Victimization rate is lower among visible minorities who report a strong sense of belonging to their community.

**Did you know?**

On February 1, 2017, Premier Rachel Notley proclaimed February as Black History Month, recognizing the contributions people of African and Caribbean descent have made to the province.

According to the 2011 census, Alberta has the third highest black population among Canadian provinces.

Sources for these statistics are available at [ecfoundation.org](http://ecfoundation.org)