











## Centre for Gender, Diversity and Inclusion Statistics (The Centre)

As part of the [2018 Federal Budget](#), the Government of Canada proposed \$6.7 million over five years, starting in 2018–19, and \$0.6 million per year ongoing, for Statistics Canada to create a new Centre for Gender, Diversity and Inclusion Statistics. The Centre was officially launched in May 2019.

*"Statistics Canada is proud to respond to Canadians' information needs, in partnership with other departments, with the Centre for Gender, Diversity and Inclusion Statistics. Information produced through the Centre offers insights that will bring real benefits and value for Canadians."*

– Anil Arora, Chief Statistician of Canada

### The Centre's mandate

Located within Diversity and Sociocultural Statistics, the Centre for Gender, Diversity and Inclusion Statistics aims to address important gaps in the availability of data and analysis related to gender, age, sexual orientation, disability, ethnocultural characteristics and other intersecting identities. Building upon Statistics Canada's expertise, the Centre is enriching Canadians' understanding of social, economic and financial issues and how these differently affect various gender and diverse groups.

Specifically, the Centre's goals and objectives include:

#### *Reporting to Canadians about the state and progress of gender, diversity and inclusion in Canada by:*

- ❖ Tracking, (dis)aggregating and disseminating relevant data through the new Gender, Diversity and Inclusion Statistics hub and supporting evidence-based analysis and policy development;
- ❖ Producing new analytical products and innovative visual tools;
- ❖ Providing insights on important issues faced by different gender and diversity groups.

#### *Generating new information to increase knowledge, develop new concepts and measures to address intersecting characteristics by:*

- ❖ Increasing new knowledge on gender, diversity and other intersecting identities;
- ❖ Identifying data gaps for more inclusive data ;
- ❖ Developing new concepts and measures to address identified data gaps;
- ❖ Using leading edge methods and techniques to link or integrate data from various sources.

#### *Building statistical capacity to increase knowledge of gender, diversity, inclusion and GBA Plus by:*

- ❖ Establishing partnerships to build and enhance statistical knowledge and literacy on GBA Plus, diversity and inclusion;
- ❖ Developing, sharing and advising on standards and best practices for measuring concepts related to gender, diversity and inclusion.

Some of the Centre's accomplishments include:

- ❖ Launch of the Gender, Diversity and Inclusion Statistics Hub in September 2018. [The Hub](#) provides easy access to Statistics Canada data, research and other products related to gender, diversity and inclusion in one convenient location;

- ❖ Publication of a conceptual and methodological overview of the Gender Pay Gap<sup>2</sup> to inform the development of international standards for its measurement and increase literacy about the meaning and interpretation of the pay gap;
- ❖ Publication of several analytical articles that provide insights on diverse groups of people, such as: *Vulnerabilities related to COVID-19 among LGBTQ2+ Canadians*<sup>3</sup>;
- ❖ Using different methods and techniques to integrate data from various sources, such as: *Diversity Among Board Directors and Officers: Exploratory Estimates on Family, Work and Income*<sup>4</sup> ;
- ❖ Developing statistical standards for [gender of a person](#) and [sexual diversity](#).

### Gender, Diversity and Inclusion Statistics Hub

[The Hub](#) was created to respond to the Centre's first goal, allowing Statistics Canada to report to Canadians. The hub provides easy access to data, research and other products related to gender, diversity and inclusion. The Hub is also responsible for housing data tables in support of the Gender Results Framework.



Furthermore, the Hub is evergreen. New products related to gender, diversity and inclusion are featured every week. New topics, such as information on the impacts of the COVID-19 pandemic on diverse populations were also added and updated regularly. Further improvements are also forthcoming to increase ease of access to intersectional analysis, disaggregated data and innovative visual tools.

It is the comprehensive source for all Statistics Canada data and analysis on the topics of gender and diversity.

## 5. Gender Results Framework

The Government of Canada has demonstrated its commitment to advancing gender equality through numerous and significant investments in key programs, policies and initiatives. The [Gender Results Framework](#) (GRF) is one such initiative. Introduced in Budget 2018, the GRF represents the Government of Canada's vision for gender equality, highlighting key issues that matter most. It is a whole-of-government tool designed to:

- ❖ track how Canada is currently performing;
- ❖ define what is needed to achieve greater equality; and,
- ❖ determine how progress is measured.

The GRF was designed through collaborative efforts between Statistics Canada, the Department of Finance Canada, Department for Women and Gender Equality (WaGE), Global Affairs Canada (GAC) and others. A suite of 43 indicators were identified where change is required to advance gender equality. As mentioned above, these span across six key areas: education and skills development; economic

<sup>2</sup> [Measuring and Analyzing the Gender Pay Gap: A Conceptual and Methodological Overview \(statcan.gc.ca\)](#)

<sup>3</sup> [Vulnerabilities related to COVID-19 among LGBTQ2+ Canadians](#)

<sup>4</sup> [Diversity Among Board Directors and Officers: Exploratory Estimates on Family, Work and Income](#)

participation and prosperity; leadership and democratic participation; gender-based violence and access to justice; poverty reduction, health and well-being; and, gender equality around the world. Many of the indicators align with other international frameworks such as the United Nation's Sustainable Development Goals. (A link to the Gender Results Framework placemat is provided in reference.)

Statistics Canada is committed to supporting the GRF and making the data available to support evidence-based policy development. As such, all indicators are published in one location for ease of access on the [Gender, Diversity and Inclusion Statistics Hub](#).

### Views, insights and experiences collecting data for the Gender Results Framework and increasing access to gender and inclusion data

The Centre for Gender, Diversity and Inclusion Statistics is currently in Year 4 of implementation of the GRF. Of the 43 indicators, 36 are completed at least partially. That is, an indicator is published as a standalone registered product on the Gender, Diversity and Inclusion Statistics Hub. Understanding that producing tables for the Gender Results Framework is a large undertaking, the first milestone was to publish these indicators disaggregated by:

- Gender and/or sex
- Canada, province, territory
- Age group

In large part, Statistics Canada has many of these data in their already in their data holdings. Indicators stemming from flagship surveys, such as the Census of Population, the Labour Force Survey or the Vital Statistics Program were achieved with relative ease. For the remaining indicators yet to be published, more work is required.

### New Statistical Standard for Gender of a person

In January 2018, Statistics Canada announced a new statistical standard for collecting and disseminating [sex at birth](#) and [gender](#). These concepts are strongly affected by ongoing social change and, as a result, are constantly evolving. As such, wording of the definition of gender has been modified in order to differentiate it from sex at birth, and certain category names and definitions in the classifications have been updated in October 2021.

The variable 'Gender of person' is expected to be used by most social statistics programs from Canada's statistical agency in accordance with the Treasury Board of Canada Secretariat's "[Policy Direction to Modernize the Government of Canada's Sex and Gender Information Practices](#)" (2018). While, the variable 'Sex of a person' is to be used where information on sex at birth is needed, for example for some demographic and health indicators. It can be used in conjunction with the variable 'gender of person' to estimate the transgender population.

These two variables can also be used, together with the variable 'sexual orientation of person', to estimate the gender and sexual diversity populations, which are often represented by the LGBTQ2+ acronym (lesbian, gay, bisexual, transgender, queer, Two-Spirit or another identity of gender or sexual diversity). The Census of Population implemented the collection of both sex at birth and gender of a person for the first time in May of 2021.

As this new standard is being rolled out in social surveys, there may be instances where sex and gender are used interchangeably in Statistics Canada's data tables. However, this is becoming less and less prevalent with time. Gender Results Framework indicators will be updated progressively with each new cycle of data.

### Administrative Data

Administrative data is defined information that is collected by other organizations and departments for their own purposes, and is sought, at the micro or aggregate level, by Statistics Canada in respect to the objects of the [Statistics Act](#). Because of the nature of this type of data, it presents its own challenges.

For instance, definitions of key concepts may or may not align with the needs of the GRF; certain variables may not be collected (such as age and other sociodemographic characteristics); and, data quality issues are often observed due to inconsistent reporting. For these reasons, GRF indicators stemming from administrative data may not be as comprehensive. Where possible, the Centre partners with the data providers to improve their data holdings by providing data quality assessments and recommendations towards better data collection and quality.

### Defining new concepts

Lastly, there are a few instances where Statistics Canada does not have the data holdings to support an indicator. Moreover, certain concepts lack of clarity in their definitions.

For example, there is an interest in measuring the concept of precarious employment as it relates to a certain financial vulnerability. In response to this, the GRF aims to measure: involuntary part-time work, low wages and temporary employment. However, these three dimensions, taken on their own, are not necessarily an indication of financial vulnerability. In this instance, the Centre engages with other subject matter areas within Statistics Canada and other government departments to conduct the necessary research and feasibility assessment to respond to this particular need.

### Next steps

Statistics Canada's reporting on the Gender Results Framework will continuously grow with time. New cycles of data will be released with the new gender standard; administrative data will incrementally improve; new administrative data will be acquired; and, emerging concepts will be accurately defined.

Additionally, the Centre's aim is to publish each indicator disaggregated by other identity characteristics (included below). At present time, this is not always possible due to availability and/or data quality. It is important to note that while the desired sociocultural variables may be collected by a survey program, the survey sample size or the quality of the administrative data source may limit the level of disaggregation possible for analysis or dissemination.

- Persons who are immigrants
- Persons who are designated as visible minorities
- Persons who are Indigenous
- Persons living with a disability, and
- Sexual orientation.

Statistics Canada recognizes that this list is not exhaustive. Other characteristics can define one's identity such as language, marital status, parenthood, income status, level of education, home ownership and many others.

It is Statistics Canada's goal that its Disaggregated Data Action Plan will enable the disaggregation of large datasets into smaller more meaningful statistics for diverse groups of people resulting in more efficient evidence-based policy decisions.

### Disaggregated Data Action Plan

For many years, Statistics Canada has provided Canadians with the big picture on many topics, including population, unemployment and inflation. However, it is recognized that large aggregated datasets can hide important differences in the experiences of particular groups. By disaggregating data—breaking down large datasets into categories such as region or ethnicity, for example—important differences in the makeup of our society can be exposed.

In response to this, Statistics Canada developed the Disaggregated Data Action Plan (DDAP), which aims to fill gaps and set in motion a culture shift, where data disaggregation becomes standard practice at the agency.

The [2021 Federal Budget](#) proposes to provide \$172 million over five years, starting in 2021-22, with \$36.3 million ongoing, to Statistics Canada to implement a Disaggregated Data Action Plan that will fill data and knowledge gaps. This funding will support more representative data collection methods, enhance statistics on diverse populations to allow for intersectional analyses, and support government and societal efforts to address known inequalities and bring considerations of fairness and inclusion into decision making.

The DDAP has four guiding principles:

- ❖ Data and analyses should be disaggregated at the lowest level of population detail possible while respecting quality and confidentiality;
- ❖ Analysis should focus on intersectionality (for example, young, Black, women) as opposed to binary interactions;
- ❖ Statistics Canada's approved standards should be used for disaggregation across all programs; and,
- ❖ Data should be released at the lowest level of geography possible.

The outcome of the DDAP will significantly increase the quality and size of the agency's data holdings, enhancing policy and program decision making across all levels of government and within society. The data holdings will be disaggregated well beyond existing capabilities. They examine the experiences of various population groups.

While the composition of these groups may change over time as the diversity of Canadian society continues to evolve, in response to current circumstances, disaggregated data based on the four employment equity groups will be provided for:

- ❖ Indigenous peoples (First Nations, Inuit, Métis);

- ❖ gender (women, men, gender diverse people);
- ❖ persons designated as visible minorities (various subcategories);
- ❖ persons with disabilities (possibly disaggregated by severity type, standard yet to be finalized ).

Where relevant and possible (based on the subject at hand, data confidentiality, privacy and quality considerations), disaggregation will extend to other groups (for example, sexual orientation, children and youth, seniors, official language, immigrants, low-income Canadians), lower levels of geography (such as, provinces, territories, municipalities, census subdivisions, rural and urban areas, local health regions), and intersections between groups.

The DDAP has several key objectives:

- ❖ reviewing and establishing data standards for diversity (in collaboration with the Treasury Board Secretariat (TBS) where appropriate);
- ❖ enabling the collection of more detailed administrative data following Statistics Canada's disaggregated data standards, and their sharing with Statistics Canada through strong collaboration with partners and stakeholders, including new partnerships and enhanced engagement with key communities;
- ❖ increasing sample size in flagship surveys, such as the Labour Force Survey, the General Social Survey and the Canadian Community Health Survey;
- ❖ using web panels to allow targeted data collection of specific groups;
- ❖ using existing statistical methods such as modelling and small area estimation; and,
- ❖ developing new technological capabilities and methods.

## 6. Conclusion – Better Data for Better Outcomes

For every Canadian to reach their full potential, properly understanding the circumstances in which people live and the barriers they face is essential. What cannot be measured, also cannot be improved.

Statistics Canada researchers, policy researchers, academia and media have long worked to tell the stories of where and why disparities in our society exist—whether among Canada's First Nations, Métis and Inuit peoples, persons designated as visible minorities, or between men and women. Better disaggregated data will mean that investigative efforts or research projects will have more and better data to analyze.

Inevitably, better data will lead to better evidenced-based decision-making in all steps of the policy cycle, starting with gender responsive budgeting.

## Additional tools and references

[Statistics Canada: Canada's national statistical agency \(statcan.gc.ca\)](https://www.statcan.gc.ca)

[Department for Women and Gender Equality Canada \(women-gender-equality.canada.ca\)](https://www.women-gender-equality.ca)

[Take the Gender-based Analysis Plus course - Women and Gender Equality Canada](#)

[Gender Results Framework placemat \(women-gender-equality.canada.ca/en/gender-results-framework/gender-results-framework-placemat.html\)](https://www.women-gender-equality.ca/en/gender-results-framework/gender-results-framework-placemat.html)

[Canada's Commitment to Gender Budgeting \(https://www.budget.gc.ca/2018/docs/plan/budget-2018-en.pdf\)](https://www.budget.gc.ca/2018/docs/plan/budget-2018-en.pdf)

[Department of Finance Canada. 2020. "Chapter 3 – Building Back Better: A Plan to Conquer the COVID-19 Recession" in \*Fall Economic Statement 2020: Supporting Canadian and Fighting COVID-19\*. Online: https://budget.gc.ca/fes-eea/2020/report-rapport/chap3-en.html#wbdisable=true#wb-cont](https://budget.gc.ca/fes-eea/2020/report-rapport/chap3-en.html#wbdisable=true#wb-cont)

[Department of Finance 2018. "Chapter 5 – Equality" in \*Budget 2018: Equality Growth – A Strong Middle Class\*. Online: https://www.budget.gc.ca/2018/docs/plan/budget-2018-en.pdf](https://www.budget.gc.ca/2018/docs/plan/budget-2018-en.pdf)

[International Monetary Fund \(IMF\). 2017. "Women are Key for Future Growth: Evidence from Canada" in IMF Working Paper, WP/17/166. Online: https://www.imf.org/en/Publications/WP/Issues/2017/07/19/Women-Are-Key-for-Future-Growth-Evidence-from-Canada-45047](https://www.imf.org/en/Publications/WP/Issues/2017/07/19/Women-Are-Key-for-Future-Growth-Evidence-from-Canada-45047)