

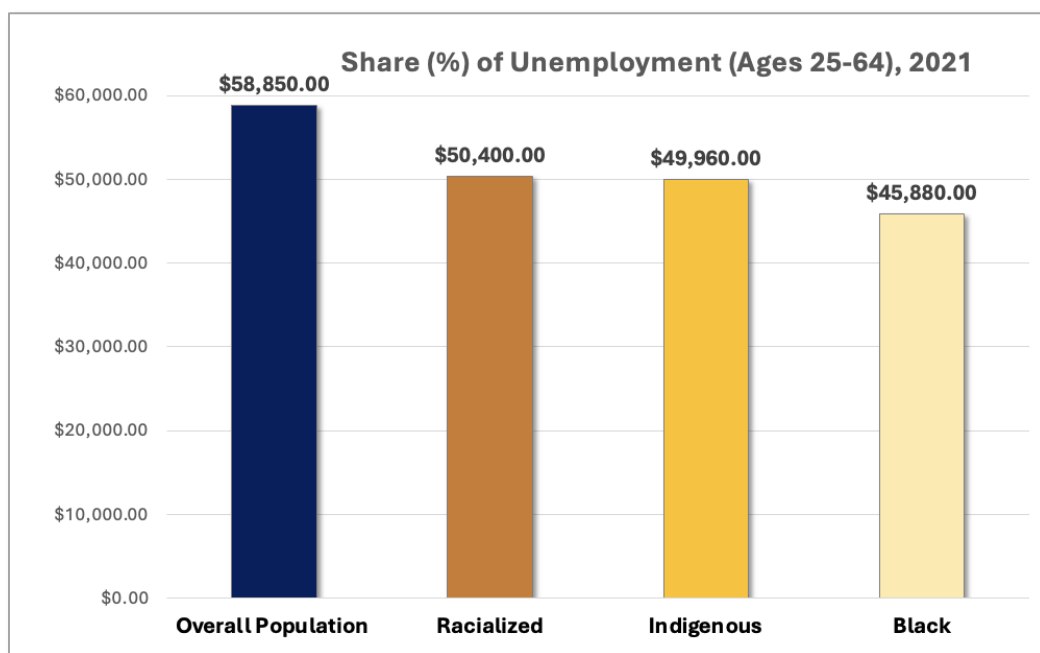
## Systemic Exclusion: The Economic and Social Costs of Racial Inequity in Canada's Labour Market

Tana Turner, Turner Consulting Group Inc. Racial Inequities in Canada's Labour Market. April 2025. Link to full text of report: <https://bit.ly/46fHcnD>

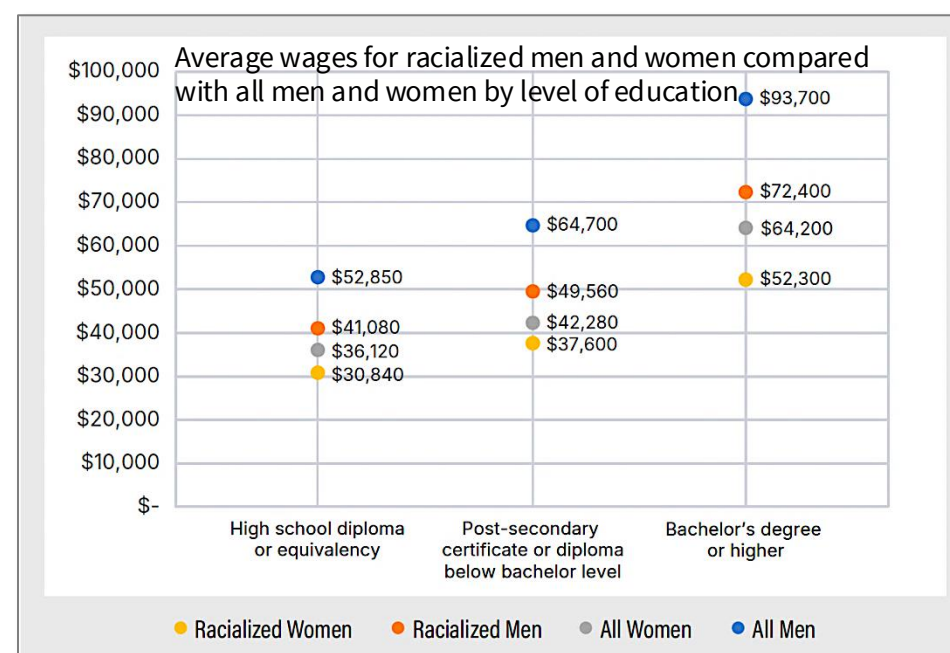
Canada has a legal framework for promoting equity in employment, addressing systemic racism in the labour market and preventing discrimination. However, the data show that more must be done to systematically **enforce existing legislation**.

### Labour Market and Income Gaps

- **Unemployment rates are higher** for Indigenous (13.2%), Black (11.7%), and racialized (10.6%) Canadians compared to 8.6% overall.
  - Importantly, these disparities exist at all levels of education.
- Indigenous peoples, Black Canadians, and racialized people all earn **lower employment incomes** compared to the total population, with racialized women earning the lowest income.



Adapted from Statistics Canada, 2022.



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### Systemic Workplace Barriers in General

- Indigenous, Black, and racialized workers face:
  - Hiring discrimination (e.g., name- and race-based bias)
  - Underrepresentation in leadership roles
  - Higher rates of workplace harassment and microaggressions
  - Structural exclusion in public sector institutions (e.g., RCMP, CAF)

### Public Sector Shortcomings in Particular

- Indigenous employees now make up 5.2% of staff—above the 3.8% workforce availability—but still face systemic barriers to advancement.
- Black and other racialized workers are concentrated in lower-level roles and underrepresented in senior management roles.
- Recent class-action lawsuits highlight ongoing institutional racism and discrimination.



Racialized populations are growing, and failure to act will worsen economic inequality as well as result in talent loss and economic inefficiency.

## Recommendations for an inclusive Canadian labour market with economic efficiency

### Strengthen Anti-Racism Legislation

- Ensure robust enforcement of Employment Equity Act and other relevant legislation, including
  - Regular audits
  - Accountability Measures
  - Consequences for non-compliance

### Reassess HR Policies & Practices

- Assess and modify policies, practices, and physical spaces to be more accommodating of diverse cultural practices
- Adopt anonymized resume review and bias-free interview processes
- Provide ongoing, practical equity and inclusion training

### Closing the Gaps in Representation

- Implement effective programs for leadership development and advancement pipelines
- Set measurable representation targets for hiring and report on their progress regularly. (This is compliant with the federal Employment Equity Act and permitted by all provincial and territorial human rights codes.)

### Ensure Accountability

- Create confidential, safe and effective reporting mechanisms for reporting discrimination with tangible consequences for discriminatory behaviours
- Ensure sufficient support Employee Resource Groups for marginalized communities.