

DIVERSITY AT WORK

Race, Ethnicity, Immigration

SUMMARY OF INEQUALITY GENERATING PROCESSES

- **Supply-side**
 - Aspirations
 - Family investments
 - Educational attainment
 - Field of study
- **Demand-side**
 - Discrimination
 - Social closure
 - Devaluation

IMMIGRATION/RACIALIZATION

- Racial Formation (Omi and Winant)
 - Social and historical approach: where did race come from?
 - “...signifies and symbolizes social conflicts and interests by referring to different types of human bodies” (pp 223)
- Ethnicity
 - Shared cultural traits: language, nationality
 - “those human groups that entertain a subjective belief in their common descent because of similarities of physical type or of customs or both, or because of memories of colonization and migration; this belief must be important for the propagation of group formation; conversely, it does not matter whether or not an objective blood relation exists.” (Weber)
- Immigration policies have shaped population composition
 - Often tied to labor market considerations
 - Immigration status or racial classification become entwined early on in the structure of the labor process



THE VERTICAL MOSAIC

AN ANALYSIS OF SOCIAL CLASS
AND POWER IN CANADA

JOHN PORTER

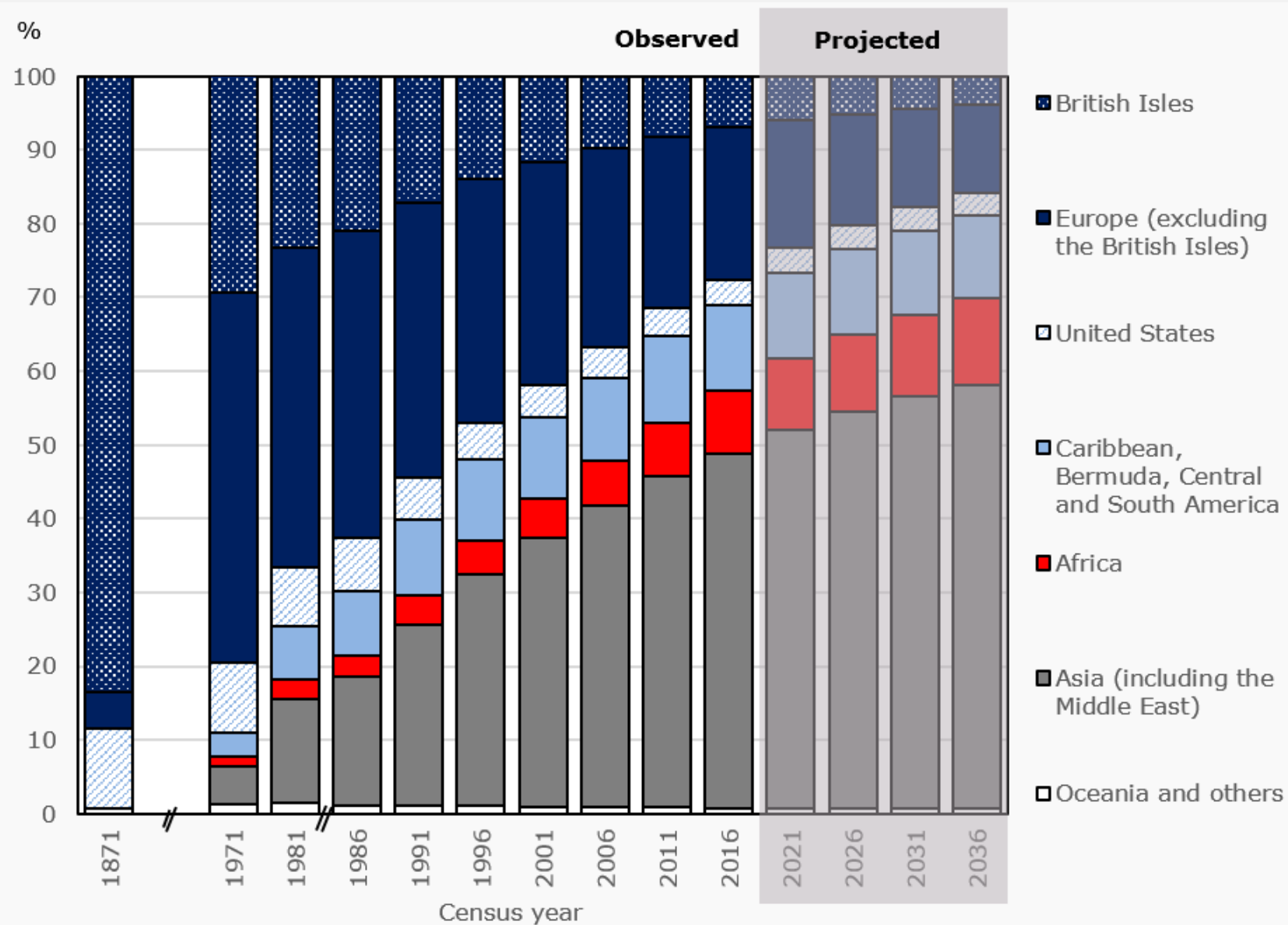
50th Anniversary Edition

With a New Introductory Essay by
Jack Jedwab and Vic Satzewich

Foreword by Wallace Clement
and Rick Helmes-Hayes

Table 4.1 Principal Canadian laws of immigration and nationality selecting by ethnicity

1885	Head tax of \$50 for Chinese immigrants ¹
1907–08	Gentlemen’s Agreement with Japan limits Japanese immigration ²
1910	Ban on “immigrants belonging to any race deemed unsuitable to the climate or requirements of Canada” ³
1923	Ban on “any immigrant of any Asiatic race,” with occupational and family reunification exceptions ⁴
1923	Limits immigration to U.S. citizens and British subjects from Newfoundland, Ireland, New Zealand, Australia, and South Africa, with occupational and family reunification exceptions ⁵
1923	Ban on most Chinese immigration ⁶
1925	Agreement with railways to recruit eastern and central European workers ⁷
1931	Discriminatory naturalization requirements target Chinese and Japanese ⁸
1947	Repeal of Chinese exclusion allows family reunification ⁹
1952	Limits immigration to nationals of the UK, Australia, New Zealand, South Africa, the United States, France, and immigrants suitable to the “climatic” conditions of Canada. Allows restriction based on “ethnic group” ¹⁰
1956	Extends eligibility, with restrictions, to immigrants from Europe, Latin America, Egypt, Israel, Lebanon, and Turkey ¹¹
1962	Removes all negative ethnic discriminations, but extended family reunification favors citizens of countries in Europe or the Americas and Turkey, Egypt, Israel, and Lebanon ¹²
1966	Seasonal Agricultural Workers Program selects temporary workers from the Caribbean, and beginning in 1974, Mexico ¹³
1967	Applies family reunification preferences equally to all national-origin groups ¹⁴
1970	Assisted Passage Loan scheme extended to eligible immigrants of all nationalities ¹⁵
1976	Stipulates that admission standards “do not discriminate on grounds of race, national or ethnic origin, colour, religion or sex” ¹⁶



Note: // refers to a break in the time series.

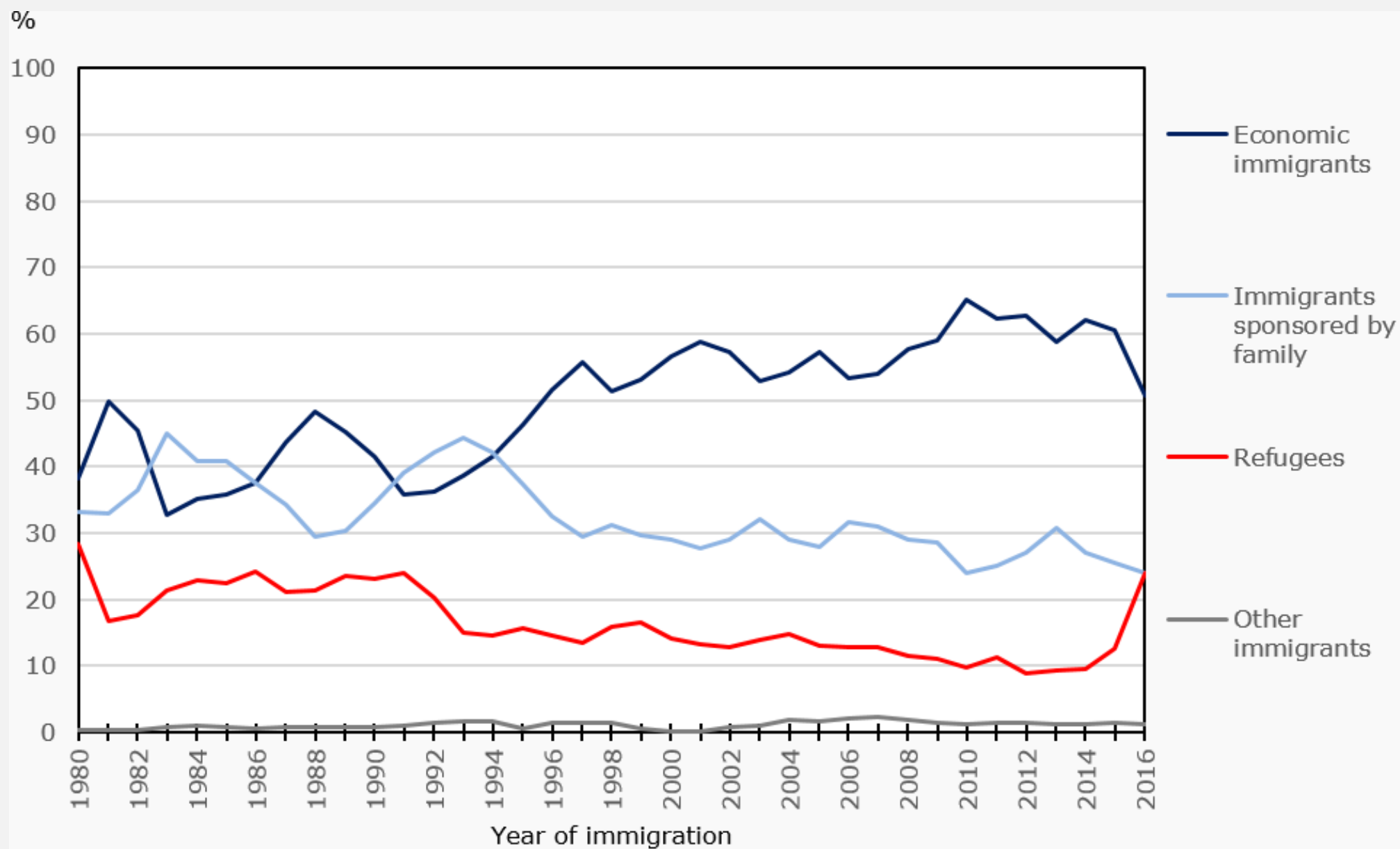
Sources: Statistics Canada, Census of Population, 1871 to 2006, 2016; National Household Survey, 2011; Immigration and Diversity: Population Projections for Canada and its Regions, 2011 to 2036 (reference scenario).

CURRENT IMMIGRATION SYSTEM

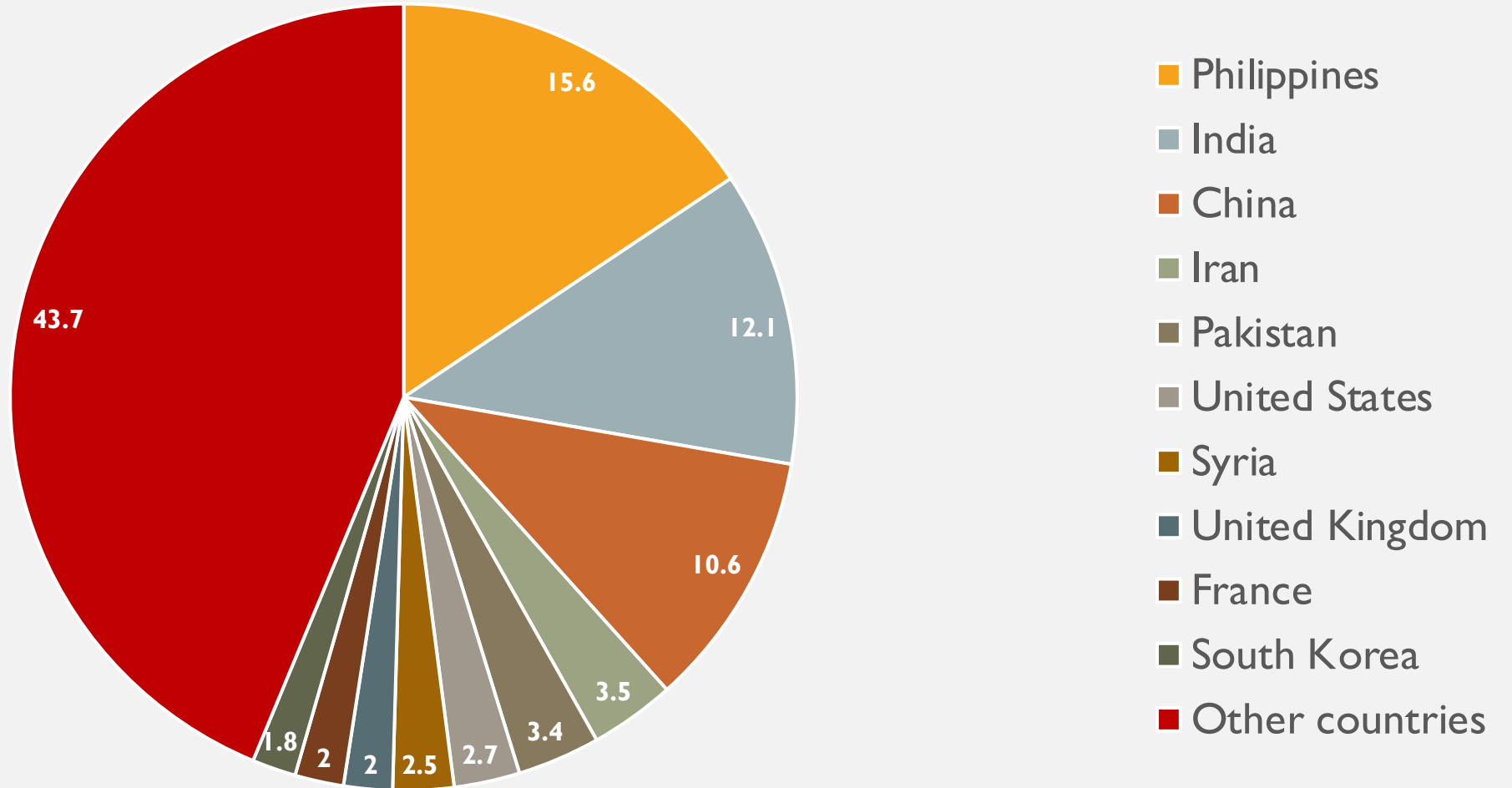
- Point-based System
- Classes
 - Economic
 - Family
 - Refugee
 - Provincial nominees
 - Live-in Caregivers
- Temporary
 - SAWP
 - Students

Selection Factor	Points
1. Language	28
2. Education	25
3. Work Experience	15
4. Age	12
5. Arranged Employment	10
6. Adaptability	10
Total	100

Source: <https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/express-entry/eligibility/federal-skilled-workers/six-selection-factors-federal-skilled-workers.html>



Top Sending Countries, 2016

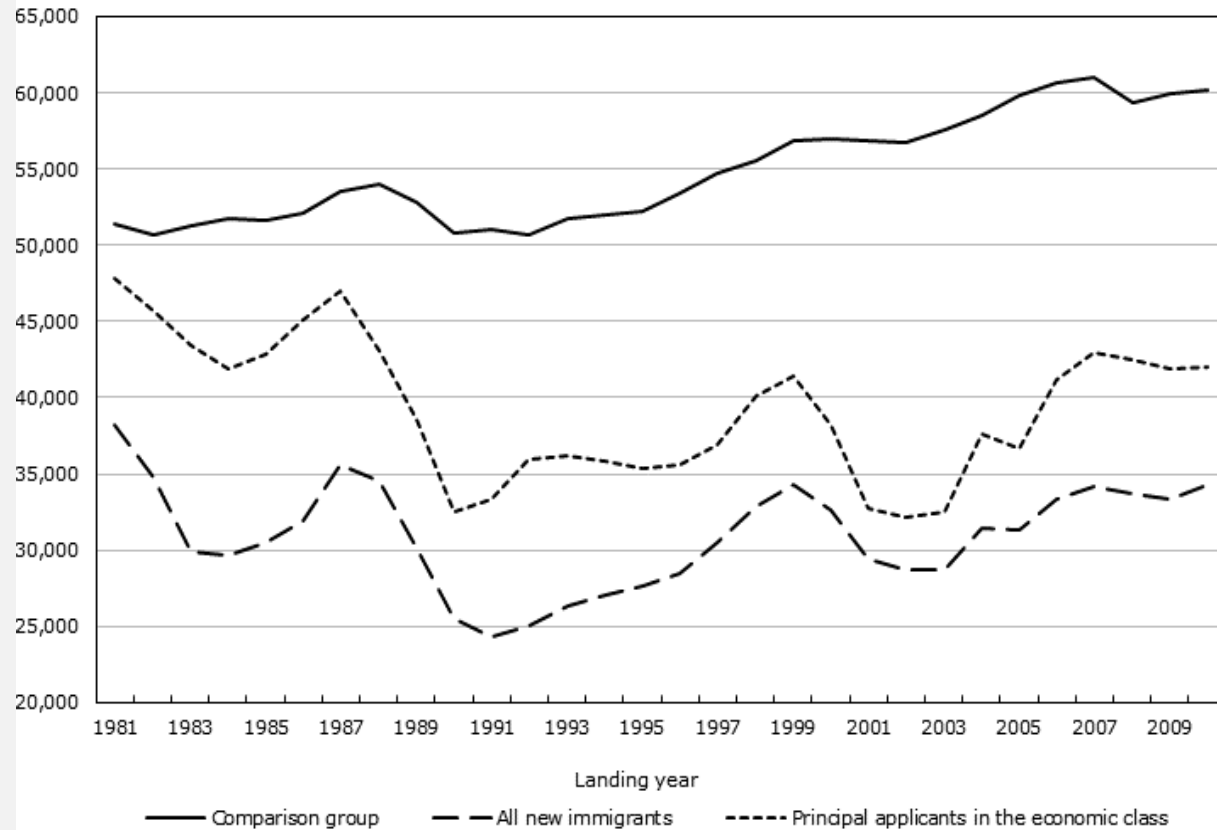


	% Visible Minority	Top 3 Visible minority groups
Canada	19.1	South Asian, Chinese, Black
Toronto	47	South Asian, Chinese, Black
Montréal	20.3	Black, Arab, Latin American
Vancouver	45.2	Chinese, South Asian, Filipino
Ottawa - Gatineau	19.2	Black, Arab, Chinese
Calgary	28.1	South Asian, Chinese, Filipino
Edmonton	22.4	South Asian, Chinese, Filipino
Winnipeg	19.7	Filipino, South Asian, Black
Hamilton	14.3	South Asian, Black, Chinese
Source: Statistics Canada, National Household Survey, 2011.		

DECLINING EARNINGS ON ENTRY

Entry earnings of new immigrant men, 1981-to-2010 landing years

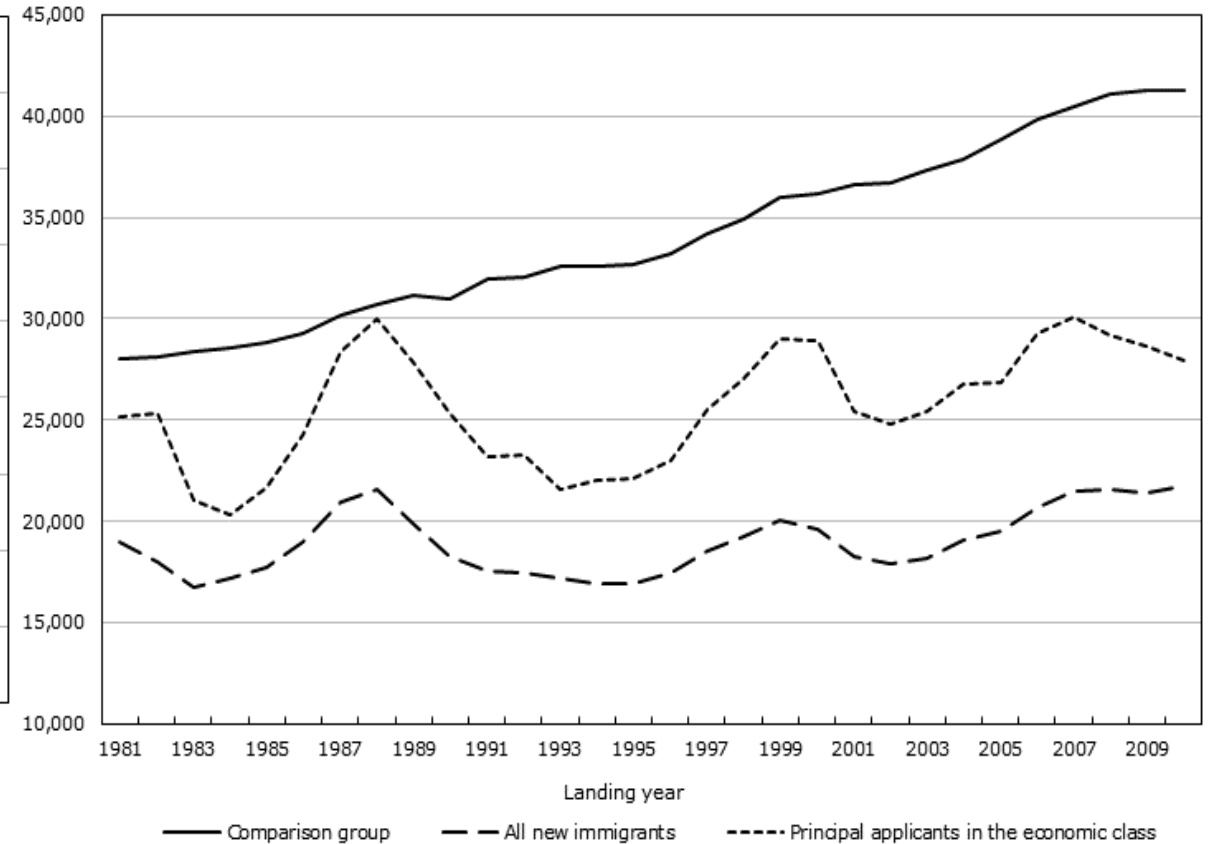
Annual earnings
(2011 constant dollars)



Source: Statistics Canada, Longitudinal Immigration Database.

Entry earnings of new immigrant women, 1981-to-2010 landing years

Annual earnings
(2011 constant dollars)



Source: Statistics Canada, Longitudinal Immigration Database.

SUMMARY OF EXPLANATIONS

- Devaluation of foreign credentials & experience
 - Harvard != McGill != Hong Kong University?
 - Training may reflect industrial structure of sending country economy
- Occupational barriers
 - Licensing
- Occupational mismatch
 - Immigrants work in occupations which underutilize their skills and inhibit earnings potential

SUMMARY OF EXPLANATIONS

- Unmeasured skill deficit
 - Language
- Discrimination
 - [Oreopolous](#) (2011): “foreign” names, education, experience
 - Those with names common to Pakistani, Chinese, and Greek immigrants receive fewer callbacks than English-sounding names
 - “Name suggests candidate is not fluent in English, is the candidate eligible to work in Canada, will the candidate need extensive time off to return home to visit family/friends, will the employer be required to provide additional time off in recognition of cultural holidays.”

INDIVIDUAL/GROUP RESPONSES TO BARRIERS


- Ethnic enclaves and self-employment
 - Cater to specific tastes/preferences of cultural group
 - Succession of recent arrivals
- Higher rates of self-employment for immigrants
 - Wages in self-employment not necessarily higher
 - For Chinese, Black, Filipino, Korean considerably lower
 - Only higher for South Asian, Southeast Asian, and Arab visible minority groups

INDIVIDUAL/GROUP RESPONSES TO BARRIERS

- Stigma management
 - “Passing” → appear a member of a non-stigmatized group
 - “Covering” → downplay salience of characteristics that foster stigmatization
- Do groups conceal stigmatized statuses?

Whitened Résumés: Race and Self-Presentation in the Labor Market

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Whitening techniques

Presentation of name	Altering first name	"A friend of mine changed her name from a traditional Chinese name to a more American-sounding name, like Sarah, when she was applying for jobs. . . . She's using that name primarily when doing job stuff." (Asian, male; finance)
	Using additional name	"On the résumé, I have both my Korean name and my English name, so it kind of compensates for the foreignness. Makes it less foreign." (Asian, female; law)
Presentation of experience	Omitting experience	"I was involved with the National Society for Black Engineers but then obviously if a company is looking at my résumé and it has that, they would automatically know that I am or I could be black." (black, male; investment banking)
	Changing description of experience	"I'm in student leadership for the [University] Black Christian Fellowship, and on my résumé instead of putting [University] Black Christian Fellowship, I actually just write [University] Christian Fellowship." (black, male; education)
	Adding "white" experience	"We have [mostly white campus social clubs] here so I was thinking about putting the club that I was in on my résumé. . . . [That signals] having a strong connection to an organization that's affiliated with white America." (black, male; management consulting)

Reasons for and against whitening

Motives	Foot in the door	"It always goes through my head that I have not got an interview because I put on my résumé that I worked for a black organization. . . . Me and a couple of friends, we decided to just not put it, just give yourself an even playing field." (black, male; finance)
	Signaling assimilation	"Ultimately you want to do as much as you can to be familiar, relatable to [employers]." (Asian, male; finance)
Deterrents	Human capital value of experience	"I can't take that [experience] off because it's an integral part of my résumé. I couldn't take that out of my résumé." (black, female; medicine)
	Screening employers	"If blackness put a shadow over all [my résumé] then it probably isn't the job I want to be in." (black, male; fine arts)
	Identity-based objections	"I have considered [whitening my résumé], except for I feel that my Japanese and Chinese backgrounds are really valuable to my identity." (Asian, female; education)
	Belief in meritocracy	"If you're smart . . . I think that's what they [i.e., the employers in which I am interested] want. So in that sense I don't think it's logical for someone to try to hide their racial characteristic if they're a minority." (Asian, female; financial services)
	Assumption that the targeted employer values diversity	"I think diversity is becoming more and more of a [positive] factor in selection processes these days because the workplaces [I am targeting] are becoming more diverse, and employers are putting much more value in those who [are] culturally and ethnically diverse. (Asian, male; information technology)

Table 2. Differences in Résumé Whitening by Employer Description

	Control: Generic employer description (N = 57)	Treatment: Pro-diversity employer (N = 62)
% Participants who engaged in résumé whitening, by résumé field:		
Name	7.0	4.8
Education	19.3	11.3
Experience	15.8	8.1
% Participants who engaged in any résumé whitening	38.6	21.0

Figure 1. Callback rates for black applicants.

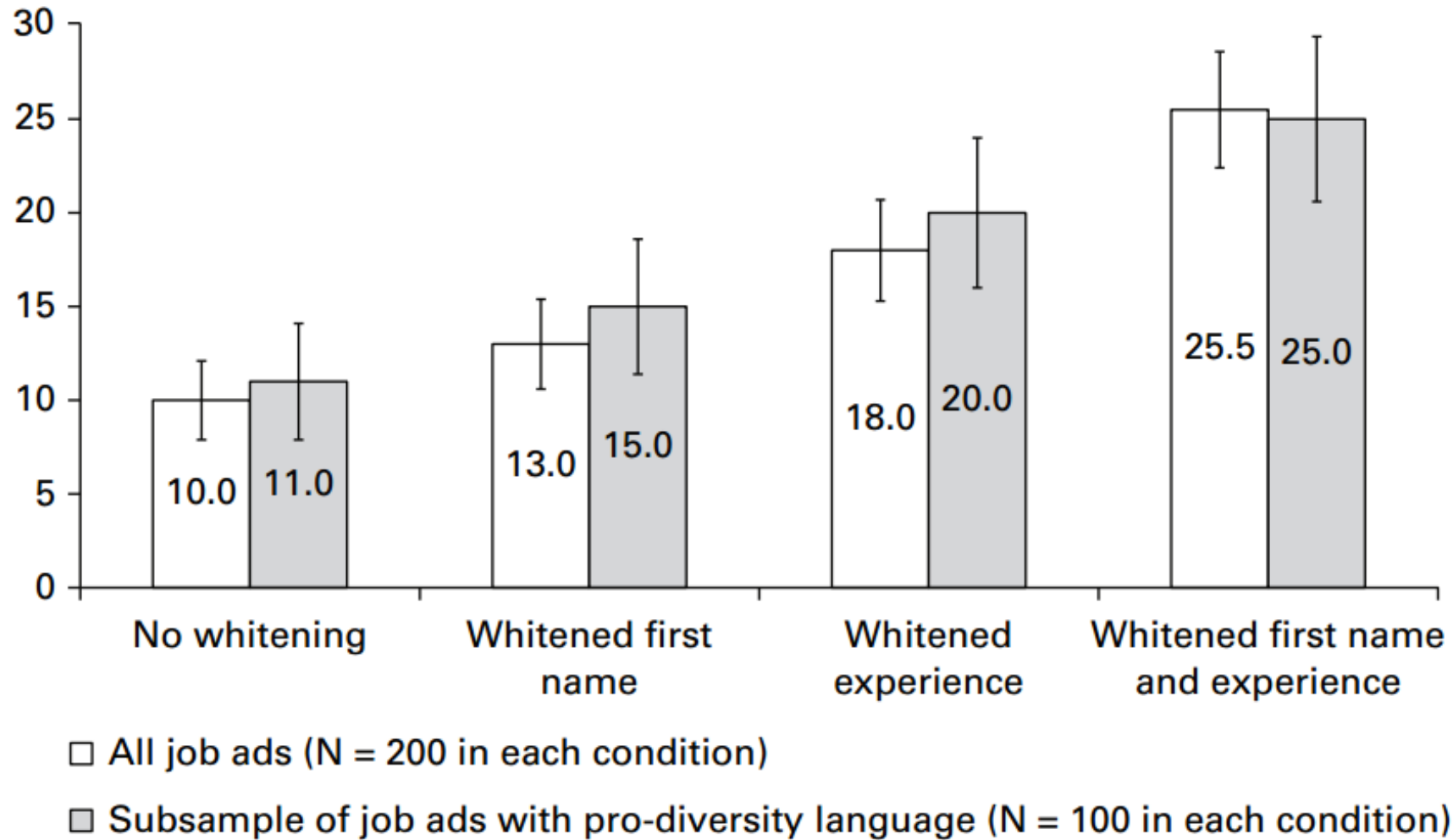


Figure 2. Callback rates for Asian applicants.

