

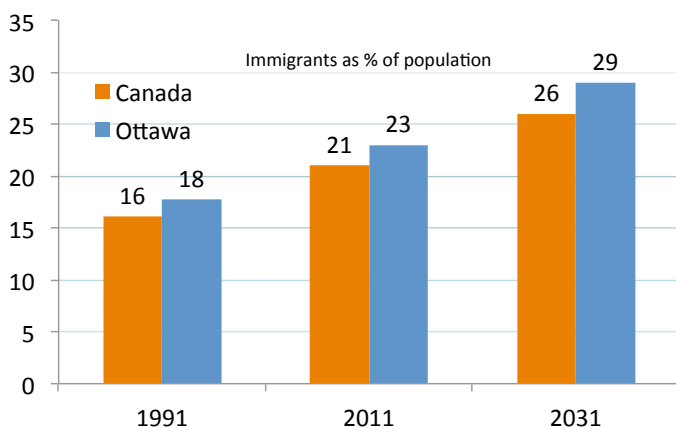
## HIO FACT SHEET

## The Growing Diversity of Canada's Capital

An increasing number of Ottawa's businesses and public-sector organizations are recognizing the strategic importance of building a workforce that reflects the diversity of the communities in which they operate and service. There is no doubt that Ottawa's ethnic and cultural diversity have changed, and will continue to do so well into the future. According to the 2011 National Household Survey, 23% of Ottawa's population is foreign-born, and this could rise to 29% over the next 20 years, according to projections by Statistics Canada.

Immigration is contributing to Ottawa's growing diversity. Eight out of 10 recent immigrants in Ottawa find themselves as part of the visible minority population. By 2031, 36% of Ottawa's population will be in a visible minority group, which will nearly double the 22% recorded in the 2011 National Household Survey.

Immigrants are a prominent and growing part of Ottawa's Population



Source: Prepared by Hire Immigrants Ottawa using Statistics Canada, *Projections of Diversity of the Canadian Population, Cat. 91-551-XWE*

## We Can Help

Hire Immigrants Ottawa provides employers with **tools and resources** to enhance their capacity to more effectively hire and integrate skilled immigrants into their workplaces. These include cross-cultural competency workshops, labour market information, and coaching and networking events that connect employers with skilled immigrants.

Learn more at: [www.hireimmigrantsottawa.ca](http://www.hireimmigrantsottawa.ca) [info@hireimmigrantsottawa.ca](mailto:info@hireimmigrantsottawa.ca) 613-228-6700

## Quick Facts

- Ottawa is home to more than 200,000 foreign-born permanent residents.
- Ottawa's immigrant population hails from more than 160 countries around the globe.
- The most common places of birth for recent immigrants to Ottawa (people who arrived in the past 10 years) are China, Philippines, Haiti, India and the United States.
- 96% of immigrants in Ottawa can speak one of Canada's two official languages and 24% can speak both official languages.
- The most common non-official languages spoken in Ottawa include Arabic, Chinese languages, Spanish and Italian.
- Two-thirds of employers with more than 100 employees believe cross-cultural competencies are important to the future of their business.<sup>i</sup>

## DID YOU KNOW?

Research shows a link between diversity (and immigration), innovation<sup>ii</sup> and enhanced productivity – with the right approach; organizations and businesses can leverage diversity to achieve a competitive advantage, and improve decision-making and business excellence.<sup>iii</sup>

<sup>i</sup> EKOS Survey, 2012.

<sup>ii</sup> Immigrants as Innovators Boosting Canada's Global Competitiveness, Michelle Downie, The Conference Board of Canada, 2010.

<sup>iii</sup> "The Diverse Organization: Finding Gold at the End of the Rainbow," Kristyn A. Scott, Joanna M. Heathcote and Jamie A. Gruman, Human Resources Management, Vol. 50:6. *\*Unless otherwise cited, all statistics shown are derived from Statistics Canada data.*