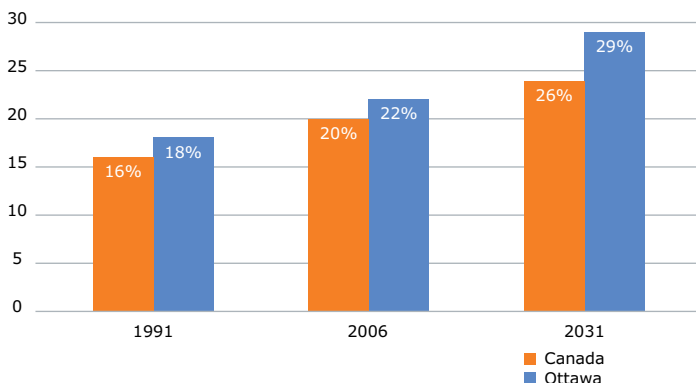


HIO FACT SHEET

Reflecting 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. And there is no doubt that Ottawa's ethnic and cultural diversity has changed, and will continue to do so well into the future. According to the Census, 22% of Ottawa's population is foreign born, and this could rise to 29% over the next 20 years, according to projections by Statistics Canada.

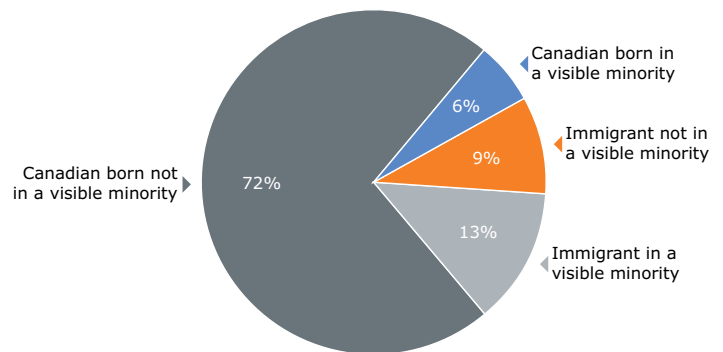
Immigrants are a prominent and growing part of Ottawa's Population (Immigrants as % of population)



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

Immigration is contributing to Ottawa's growing diversity. Three-quarters of recent immigrants find themselves as part of Ottawa's visible minority population. By 2031, 36% of Ottawa's population will be in a visible minority group, which will nearly double the 19% recorded in the 2006 Census.

Ottawa's diverse population, 2006 Census



Source: Prepared by Hire Immigrants Ottawa using Statistics Canada, 2006 Census, Topic Based Tabulations

What Employers Should Know

Research is showing that with the right approach, diversity can be leveraged to achieve competitive advantage and business excellence¹: to spark innovation, enhance productivity, improve decision making, and improve work-life quality. The city of Ottawa's increasing diversity underscores the importance if not necessity of creating inclusive workplaces.

Find out how we can help:

www.hireimmigrantsottawa.ca

info@hireimmigrantsottawa.ca

613-228-6700

¹ Kristyn A. Scott, Joanna M. Heathcote and Jamie A. Gruman, The Diverse Organization: Finding Gold at the End of the Rainbow. Human Resources Management, Vol. 50:6.