

# Visible Minority Population

Visible minorities are defined by the *Employment Equity Act* (1995) as “persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour.” All data collected for visible minorities in Kingston refer to 2006 Census data, unless otherwise noted.

## Highlights

- Visible minority population in Kingston in 2006 was 8,600, comprising of 5.8% of the total population (Figure 1)
- The visible minority population grew by 27.7% from 2001 to 2006
- The visible minority population (over 15 years of age) was composed primarily of first generation status persons:
  - First Generation: 76.0%
  - Second Generation: 19.4%
  - Third Generation: 4.6%
- Kingston’s visible minority population was much younger than the non-visible minority population (Figure 2):
  - 59.3% of visible minorities were under 34 years of age, compared to 41.9% of non-visible minorities
  - 5.5% of visible minorities were over 64 years of age compared to 15.3% of non-visible minorities

Figure 1. Visible Minority Population Composition, 2006

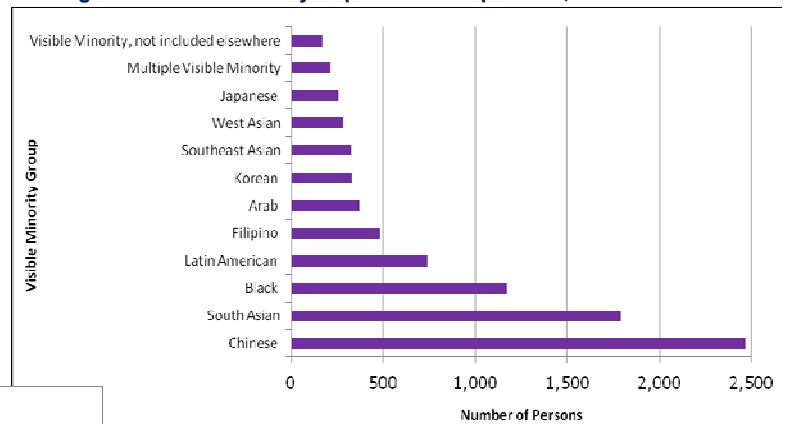
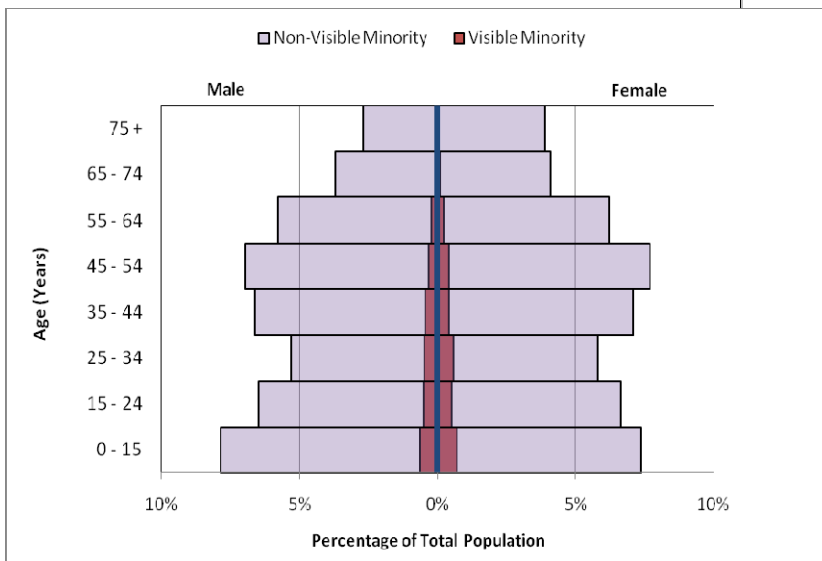


Figure 2. Age Pyramid of the Visible Minority Population, 2006



- Kingston’s visible minority population (15 years and over) was well educated in 2006:
  - 10.6% of visible minorities had no high school certificate (compared to 19.8% of non-visible minorities)
  - 60.4% had a college or university certificate (compared to 43.5% of non-visible minorities)
- Visible minorities had a median income of \$19,037 in 2005 compared to \$28,368 for non-visible minorities. This income gap is increasing, as median income grew by only 0.5% for visible minorities from 2000 to 2005, but grew by 5.5% for non-visible minorities.

- Unemployment was higher for visible minorities at 10.0% compared to only 6.4% for non-visible minorities

## Implications

- The increasing number of visible minorities will impact the provision of settlement, language, and cultural services.
- There is currently an underutilization of skilled visible minorities in the labour force.
- The concentration of visible minorities in Kingston’s urban core may be attributed to locating decisions regarding the availability of jobs, education, and housing. Employers and service providers may need to consider the specific needs of visible minorities.
- The income gap for visible minorities may be related to their younger average age or because a majority are new to Canada. This may require unique social services that are oriented towards the needs of these visible minority subpopulations.