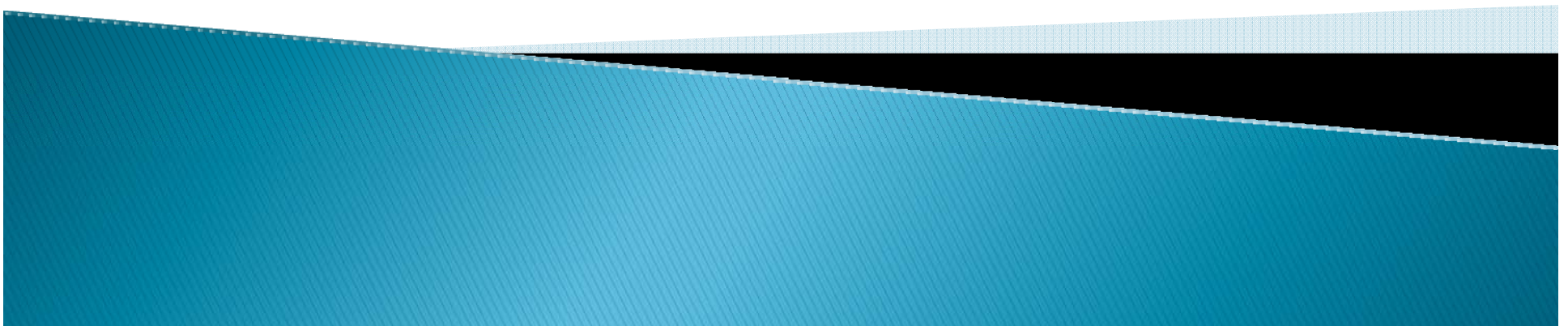


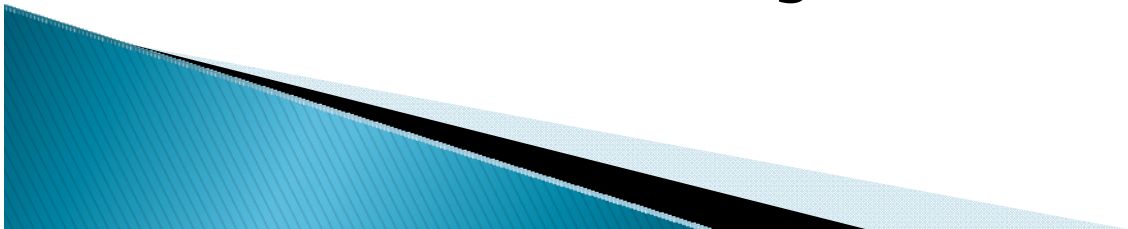
DIVERSITY & INCLUSION: TODAY & Into The FUTURE

Myer Siemiatycki
Ryerson University



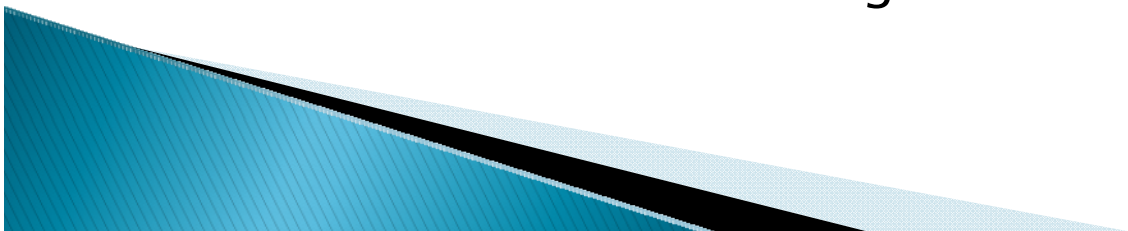
Hamilton: A Leader in Civic Inclusion

- ▶ Hamilton Has Been a Canadian Leader in Civic Inclusion
 - 1957: Ellen Fairclough first Female Cabinet Minister
 - 1968: Lincoln Alexander first Black MP
 - 1993: Sheila Copps first Female Deputy Prime Minister
- ▶ HCCI = Unique Urban Leadership For This ‘Age of Migration’. Breaking Barriers & Building Bridges
- ▶ The Future is With Diversity: ‘All Roads Lead to Hamilton’
- ▶ The World Needs Models of Successful DiverCities
- ▶ Barriers & Challenges Remain

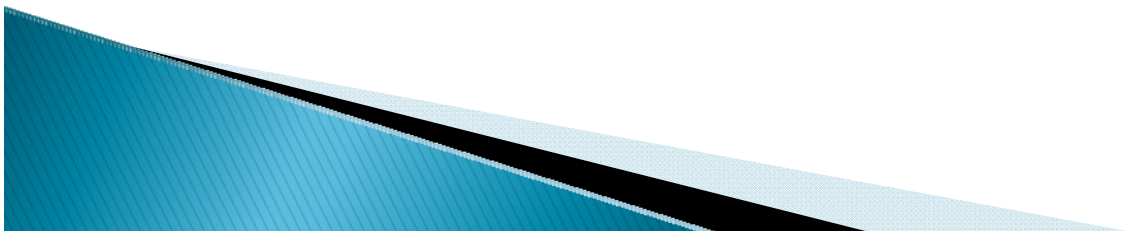
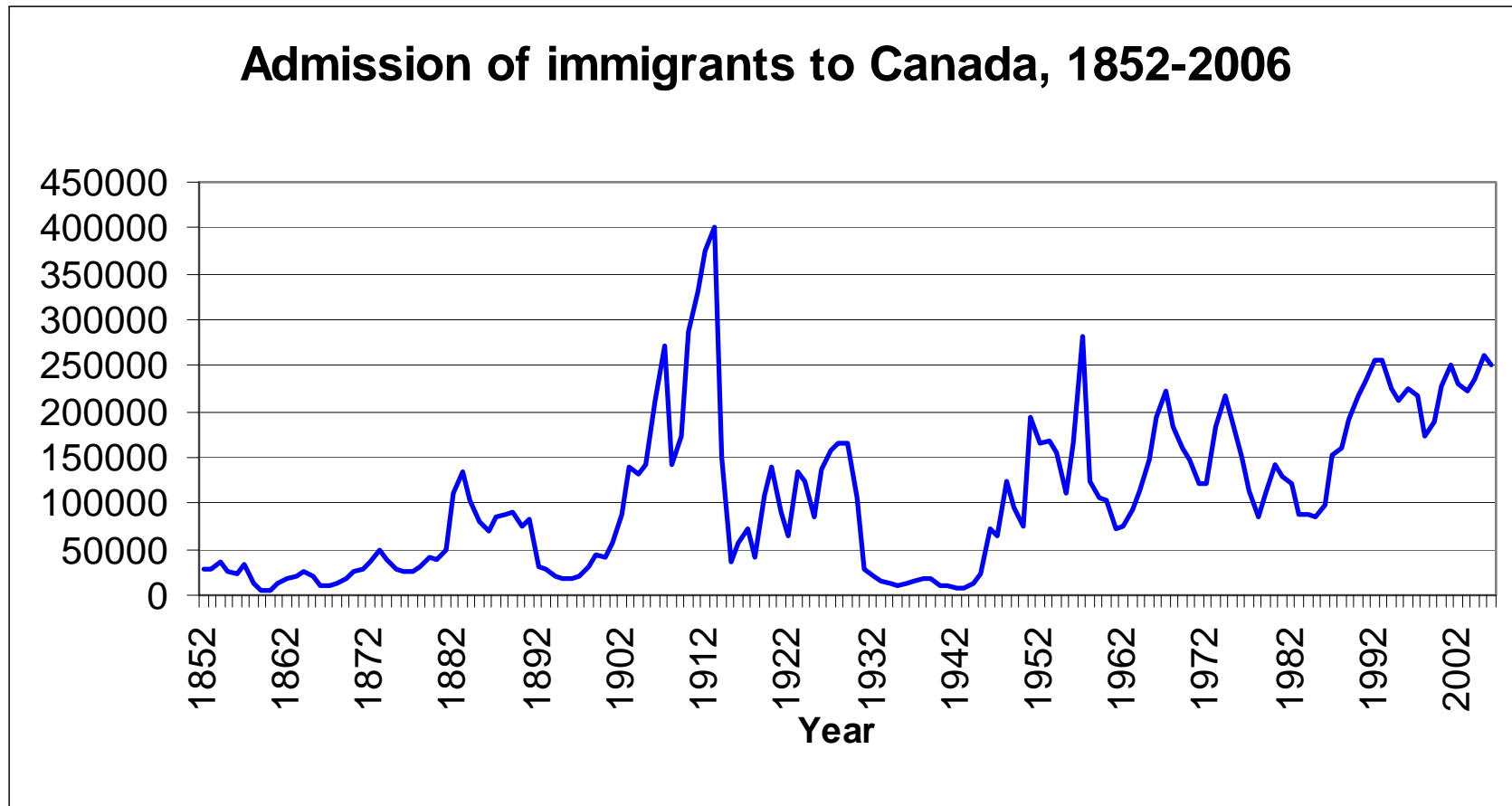


Key Immigration Facts About Canada

- ▶ 2006 Census is Most Recent Population Count
- ▶ Canada is Among the World's Leading Immigrant-Receiving Countries
- ▶ Canada: 'A Nation of Immigrants'
 - 19.8% of Population Were Foreign-Born in 2006: 6,186,950
 - Highest % in 75 Years
 - Ontario Has Highest Provincial Rate: 28.3%
 - US = 12.5%
 - Europe = Under 10%
- ▶ Immigration is Driving Urban Growth in Canada
 - 94.9% of Canada's foreign born live in a CMA

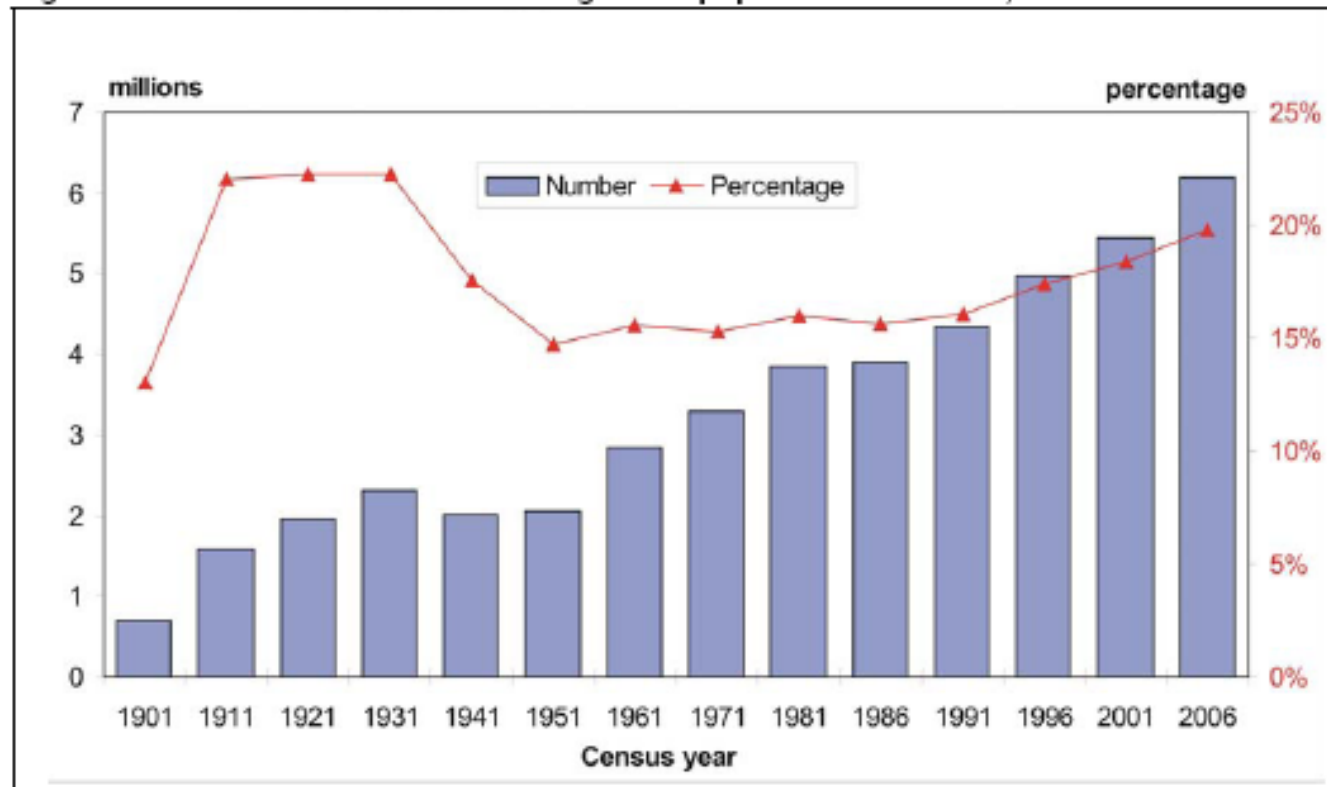


Annual immigration to Canada



Foreign-born

Figure 1 Number and share of the foreign-born population in Canada, 1901 to 2006

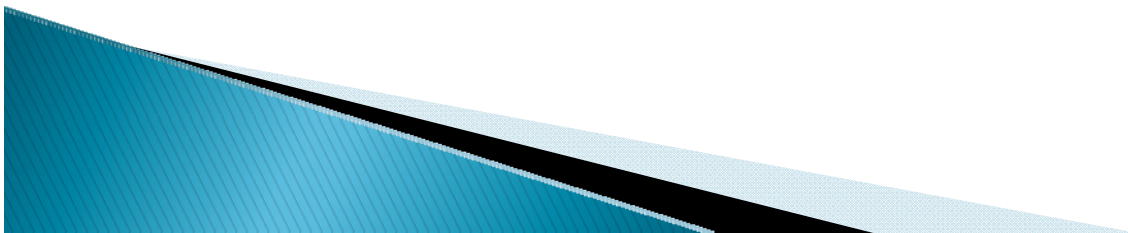


Source: Statistics Canada *Immigration in Canada: A Portrait of the Foreign-born Population, 2006 Census*


Who Are Canada's Recent Immigrants?

GLOBAL MIGRATION


- 58.3%: Asia (Including Middle East)
- 16.1%: Europe
- 10.8%: Central & South America, Caribbean
- 10.6%: Africa
- 4.2%: Other (eg. USA, Australia)



The View From Hamilton

- ▶ Few Cities in the World Have a Higher % of Immigrants Than Hamilton
 - ▶ 2006, Hamilton CMA = 24.4% Foreign-Born
 - ▶ THIRD Highest % Immigrant Population in Canada (Tor = 45.7%; Van = 39.6%)
 - ▶ EIGHTH Highest % Immigrant Population in Canada, USA & Australia: Toronto, Vancouver, Miami, Los Angeles, Sydney, Melbourne, New York (27.9%), HAMILTON (24.4%)
 - ▶ 2006, CITY of Hamilton = 25.3% Immigrant
 - ▶ Time for a Statue in Hamilton Harbour?
 - ▶ Hamilton: A Global City Destination
- 

Exclusion or Inclusion in Diverse Cities?

- ▶ Cities in Canada and the West will become Increasingly Diverse.
 - ▶ Will Cities Be Sites of Exclusion or Inclusion?
 - ▶ **Exclusion:** “The dynamic process of being shut out, fully or partially, from any of the social, economic, political or cultural systems which determine the social integration of a person in society” (Walker)
 - ▶ **Inclusion:** “An inclusive community or city is one that provides opportunities for the optimal development of all children, youth and adults” (Inclusive Cities Canada)
- 

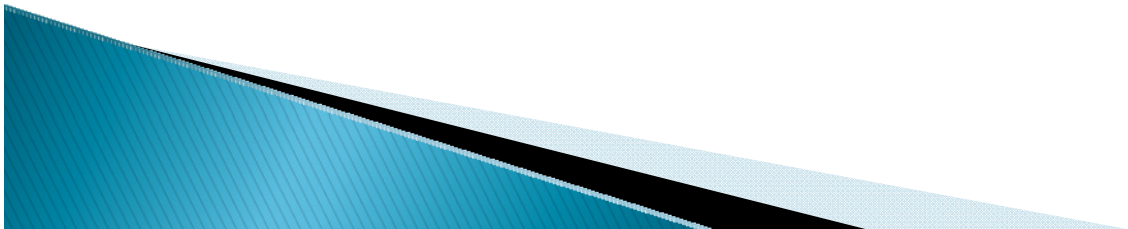
Choosing Inclusion

- ▶ Many Dangers to Social Exclusion
 - Cities Divided by Identity Conflicts
 - Cities Divided by Socio–Economic Inequality
 - The Suffering of Individuals, Families & Communities
- ▶ Individual & The City Benefit From Inclusion
 - Capitalize on Human Capital
 - Maximize Global Linkages
 - Strengthen Civic Belonging & Commitment
- ▶ “Simply put, exclusion is the problem; inclusion is the solution” (Roehrer Institute)



Immigration, Diversity & Success Cities

- ▶ Experts Regard Diversity & Inclusion as Key to Urban Success:
- ▶ “Globalization, the growth of cities, and the global movement of people are increasingly interrelated processes” (Lisa Benton-Short & Marie Price”
- ▶ Modern Urban Life: “the being together of strangers” (Iris Marion Young)
- ▶ “The cosmopolitan city is a city in which diversity is not managed to have minimum impact but celebrated for maximum effect” (John Rennie Short)
- ▶ “Openness to immigration is the cornerstone of innovation and economic growth” (Pascal Zachary)



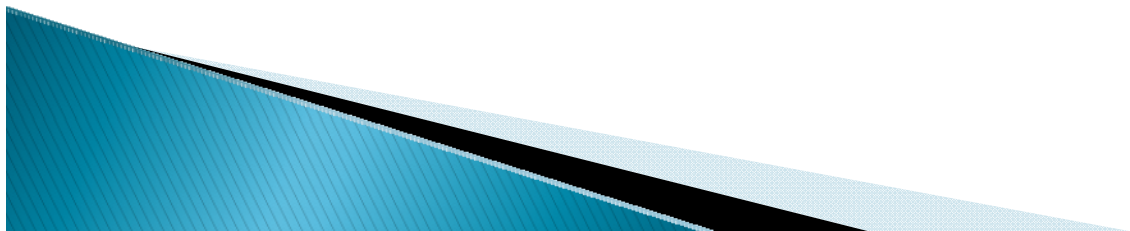
Creative Cities of the Future: The World According to Richard Florida

- ▶ “Diversity and creativity work together to power innovation and economic growth”
- ▶ “An attractive place doesn’t have to be a big city, but it has to be cosmopolitan”
 - ▶ Many successful mid- and small-sized cities in North America
- ▶ “Keep you eye on countries & the regions within them that seek to attract all sorts of people and nurture creativity: that is now the key element of global competition, more than flows of goods and services and capital.
- ▶ 3 Ts of Economic Development: Talent, Technology & Tolerance. Diversity Index.
- ▶ Capitalize on Immigrant Human Capital – for their sake & the City’s



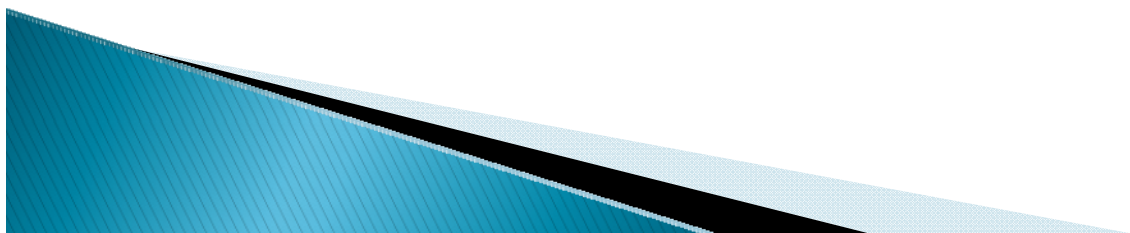
Problem in the Labour Market

	Native-Born Canadians	All Immigrants	Recent Immigrants 2001-2006
% Holding Undergraduate Degree or Higher	16%	25%	42%
Average Income 2006	\$64,239	\$48,488	\$28,217
Unemployment Rate 2006	3.5%	6.6%	12%

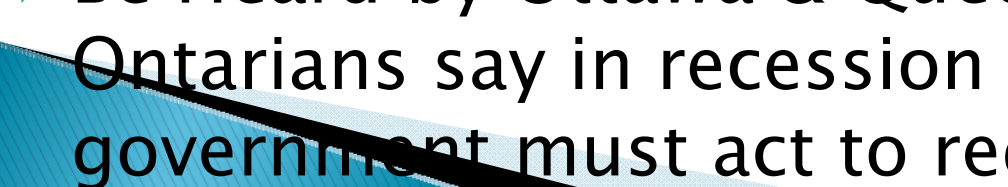


Problem in the Political Arena: Who Gets Elected in Hamilton, 2005

	Women	Visible Minorities	Foreign-Born
% of Hamilton Population	51%	11%	25%
% of Elected Officials M/P/F	28%	4%	8%
Proportionality Index	0.55	0.37	0.33
Hamilton's Rank Among 11 Cities Studied	4th	5th	10th
Toronto's Rank	5th	6th	5th



Problem of Rising Inequality

- ▶ An Inclusive City Cannot Be Built On Growing Inequality of Residents
 - ▶ 52% of new immigrants to Hamilton live below poverty line
 - ▶ Income inequality Rising Faster in Canada than any other of 30 OECD Countries
 - ▶ Canada Ranked 26/30 in Spending on Social Programs in 2008.
 - ▶ No City is an Island.
 - ▶ Be Heard by Ottawa & Queen's Park: 81% of Ontarians say in recession more than ever, government must act to reduce poverty.
- 

Bravo HCCI

- ▶ Taken on Important Mission
- ▶ Strong Leadership & Community Partnerships
- ▶ You will change lives & this city
- ▶ And the world IS watching

