



Disaggregated Data Action Plan

Paul Laffin

Statistics Canada

December 2023



Delivering insight through data for a better Canada



Statistics
Canada

Statistique
Canada

Canada



Statistics
Canada

Statistique
Canada

Delivering insight through data for a better Canada

Canada

The power of disaggregation

Overqualification rate of workers aged 25 to 64 years in 2016: Canada: 16%

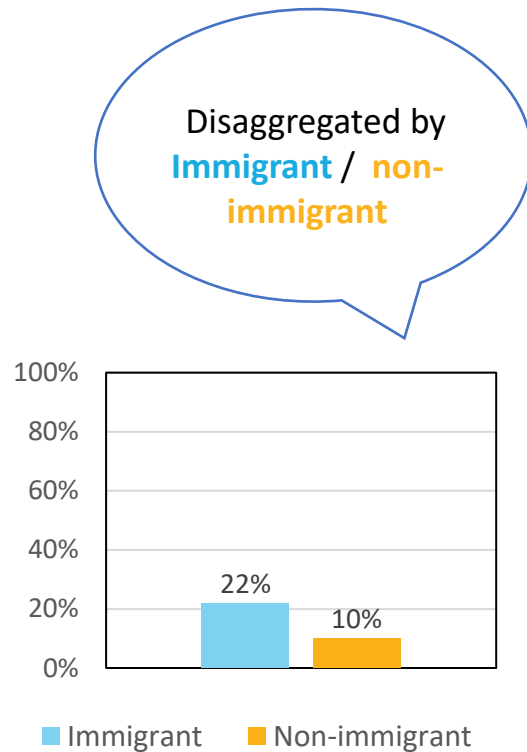
Overqualification is a state where university degree holders (bachelor's degree or higher) hold a job that requires no more than a high school education.

Source: 2016 Census of Population



The power of disaggregation

Overqualification rate of workers aged 25 to 64 years in 2016: Canada: 16%



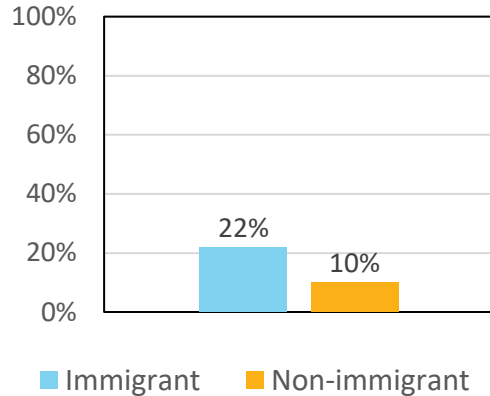
Overqualification is a state where university degree holders (bachelor's degree or higher) hold a job that requires no more than a high school education.

Source: 2016 Census of Population

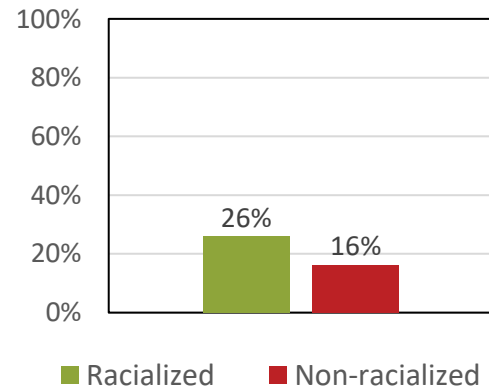
The power of disaggregation

Overqualification rate of workers aged 25 to 64 years in 2016: Canada: 16%

Disaggregated by
Immigrant / non-immigrant



Disaggregated
by racialized / non-racialized within the
immigrant population



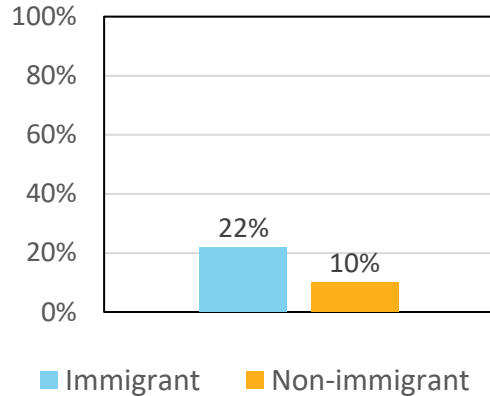
Overqualification is a state where university degree holders (bachelor's degree or higher) hold a job that requires no more than a high school education.

Source: 2016 Census of Population

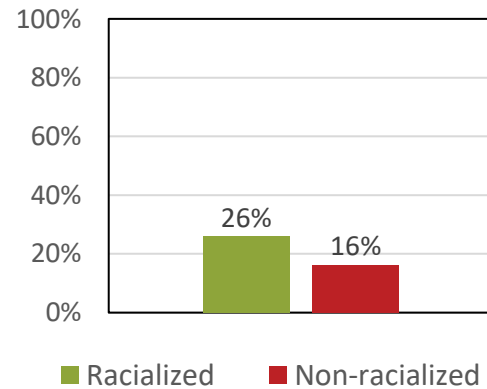
The power of disaggregation

Overqualification rate of workers aged 25 to 64 years in 2016: Canada: 16%

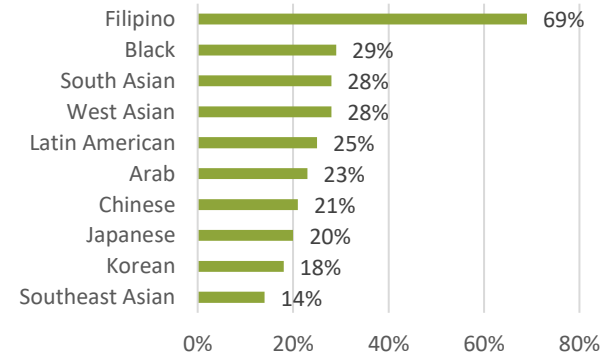
Disaggregated by
Immigrant / non-immigrant



Disaggregated by racialized / non-racialized within the immigrant population



Disaggregated by population group within the racialized immigrant population



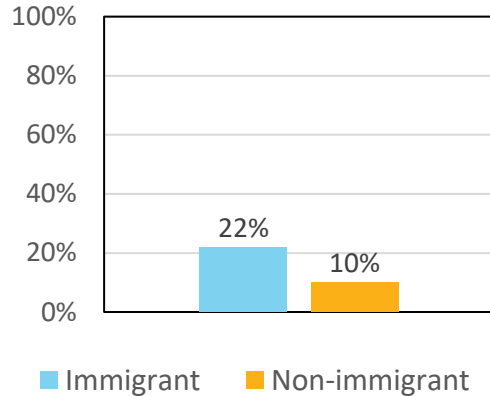
Overqualification is a state where university degree holders (bachelor's degree or higher) hold a job that requires no more than a high school education.

Source: 2016 Census of Population

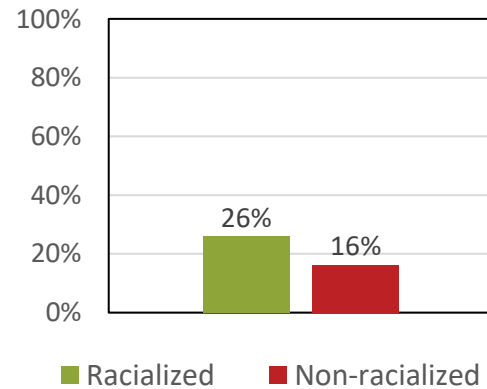
The power of disaggregation

Overqualification rate of workers aged 25 to 64 years in 2016: Canada: 16%

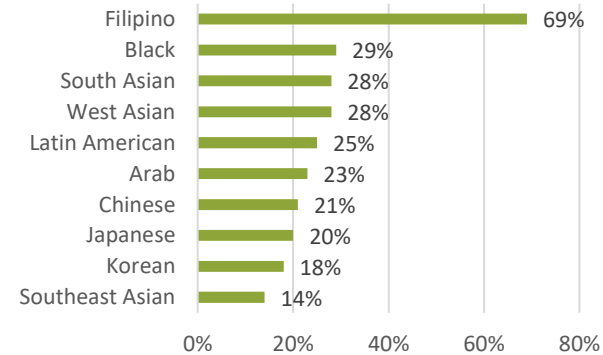
Disaggregated by
Immigrant / non-immigrant



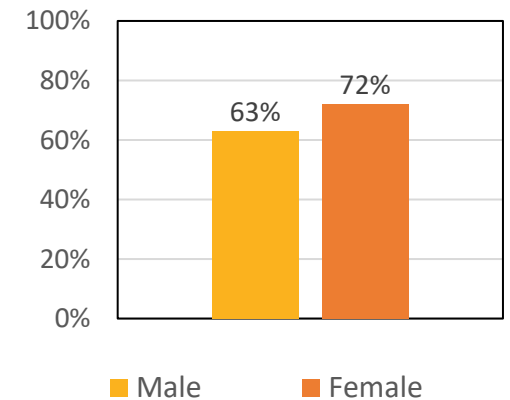
Disaggregated by **racialized / non-racialized** within the **immigrant** population



Disaggregated by population group within the **racialized immigrant** population



Disaggregated further within the **immigrant Filipino** population by sex



Overqualification is a state where university degree holders (bachelor's degree or higher) hold a job that requires no more than a high school education.

Source: 2016 Census of Population

Better data for better outcomes



Objectives

- Supporting more **representative data** collection
- Enhancing statistics on **diverse populations**
- Supporting the government and society's efforts to address **systemic racism** and **gender discrimination**
- Bringing **fairness** and **inclusion** considerations into decision-making processes

DDAP guiding principles

Data and analyses should be disaggregated at the lowest level of population detail possible while respecting quality and confidentiality

Analysis should focus on intersectionality as opposed to binary interactions

Statistics Canada's approved standards should be used for disaggregation across all platforms

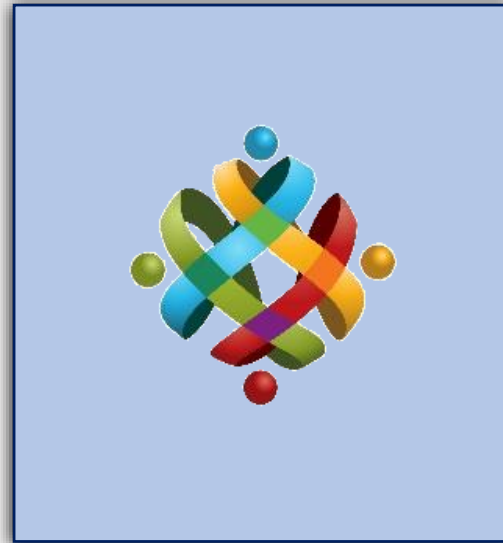
Data should be available at the lowest level of geography possible



Focus on diverse identities

Essential disaggregation

- Indigenous persons
- Racialized groups
- Gender
- Disability status



Additional disaggregation priorities

- Sexual orientation
- Official language
- Children and youth
- Seniors
- Immigrants
- Low-income
- Veterans

Important elements of DDAP



**Enhanced
Engagement and
Communications**



**National
Disaggregated
Data Standards**



**Expanded
Disaggregated
Data Assets**



**Increased
Intersectional
and Longitudinal
Insights**



**Access to
Enhanced
Disaggregated
Data**

**Centre for
Gender, Diversity
and Inclusion
Statistics Hub**

Examples: increased sample sizes

GSS

General Social Survey

- Increased sample size by 10,000 units to do an urban/rural split on social cohesion and identify factors.

LFS

Labour Force Survey

- Increased the sample size by 25% which provides more information on labour market conditions and labour market experiences of diverse groups.

CCHS

Canadian Community Health Survey

- Increased the sample size by 50,000 to gather more analytical insights into the self-rated mental health of various population groups across Canada.

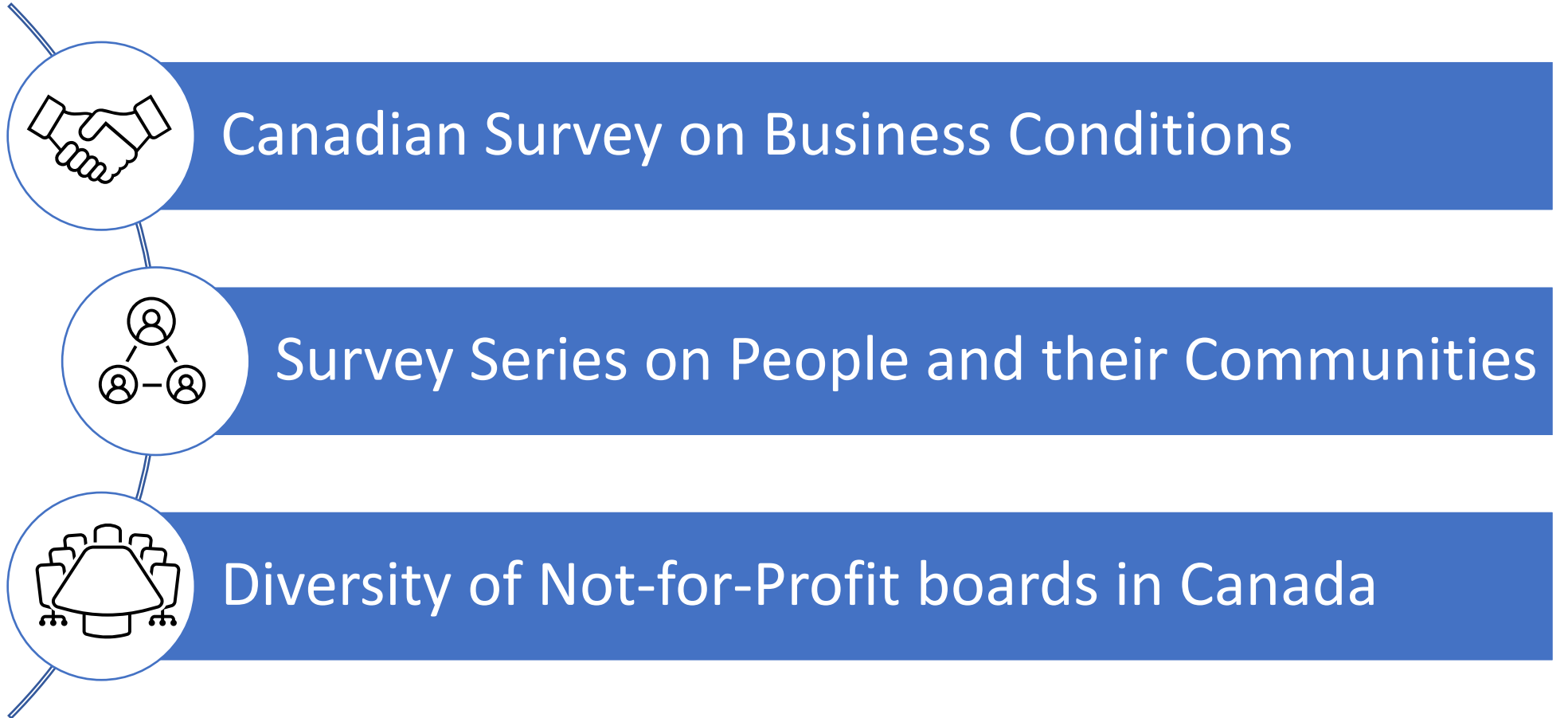


Examples: engagement activities

- Uniform Crime Reporting Survey: completed engagements and a [preliminary report](#) to start collecting data on the Indigenous and racialized identity of all accused and victims of criminal incidents
- Survey on Not-For-Profit Boards in Canada: completed engagements to better understand the needs of non-profit organization and their boards of directors with an diversity lens
- Launched a [consultative engagement on the visible minority concept](#). The objective is to have a new collection and dissemination standard ready for Census 2026
- [Updated disaggregated data standards](#) for Employment Equity Group
- Expanded the [Centre for Gender, Diversity and Inclusion Statistics Hub](#) to include a disaggregated data section making it easier for data users to access key statistics



Examples: new surveys



Dos and Don'ts of disaggregated data

- Disaggregated data comes in many forms and from many sources. It can be quantitative and qualitative
- Everyone has a role to play in the production of disaggregated data (contributing to the collection, analysis, and dissemination of data)
- Ensure that you have a diverse team involved in the development of data collection and analysis tools and plans, as each person brings a different perspective
- Have disaggregated data in mind at all steps of the collection cycle
- When disaggregating data, identify various groups and look for differences both between and within groups
- Consult with data experts who can help you link your data with other pieces of data or information available and go deeper
- When you are producing disaggregated data, consult with people who have lived experience on how to collect and disseminate disaggregated data meaningfully, respectfully, sensitively.

- Disaggregated data is not a tick box
- It should be a cyclical process
- The data should never be used to harm

Disaggregation and 2021 Census

Median Employment income of 55-64 year olds: \$48,400

Racialized pop./
non-racialized pop.

Racialized pop.:
\$42,000
Non-racialized pop.:
\$50,000
Diff: 8,000

with Bachelor's degree or
higher

Racialized pop.:
\$53,600
Non-racialized pop.:
\$82,000
Diff: 28,400

With BA or higher,
Men+

Men +, Racialized pop.:
\$58,800
Men+, Non-racialized pop.:
\$94,000
Diff: 35,200

With BA or higher,
Women+

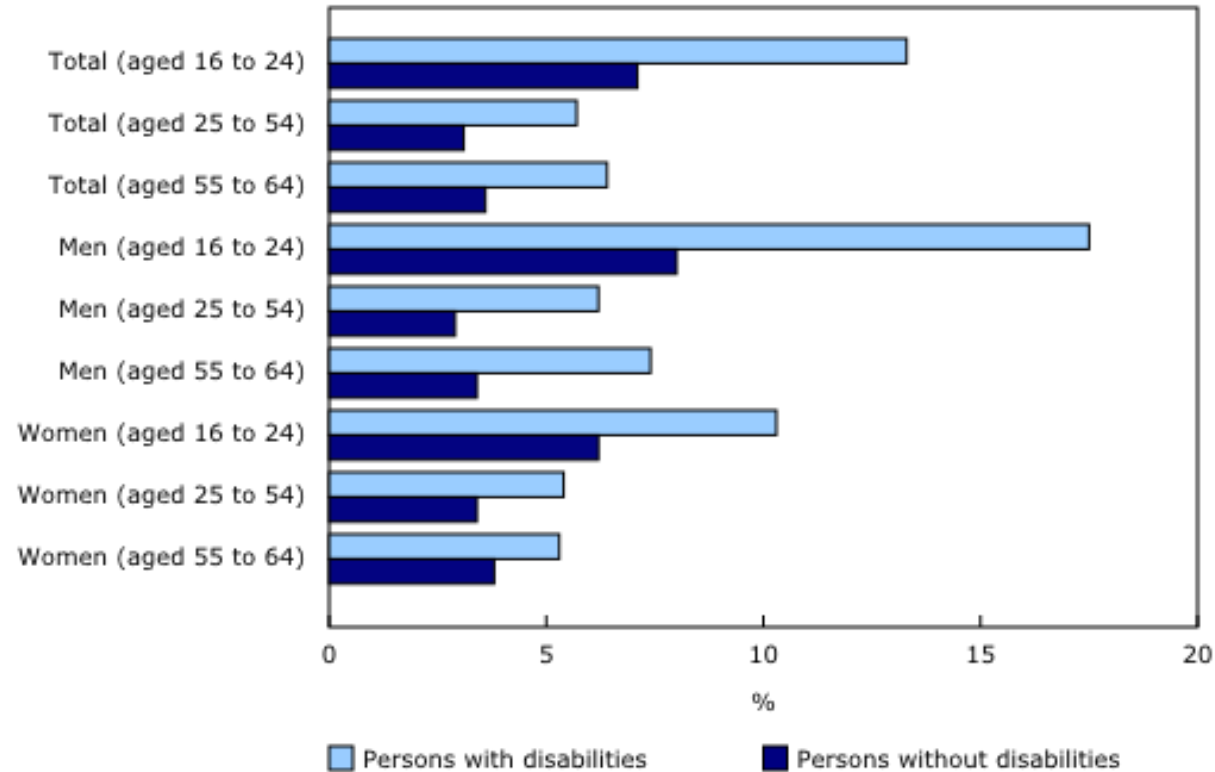
Women +, Racialized pop.:
\$48,400
Women+, Non-racialized pop.:
\$70,000
Diff.: 21,600

Other factors we could/**should** have looked at: specific groups, industry, lower levels of geography, work activity during reference year

[Employment income statistics by industry groups, visible minority, highest level of education, work activity during the reference year, age and gender: Canada, provinces and territories \(statcan.gc.ca\)](https://www150.statcan.gc.ca/n1/pub/92-627-x/2021001/article/00001-eng.htm)

Source: 2021 Census of Population

LFS



[Unemployment rate for persons with disabilities and persons without disabilities by sex and age, Canada, 2022 \(statcan.gc.ca\)](https://www150.statcan.gc.ca/n1/pub/75-602-x2022001/article/00001-eng.htm)

Corporation Returns Act

Chart 2

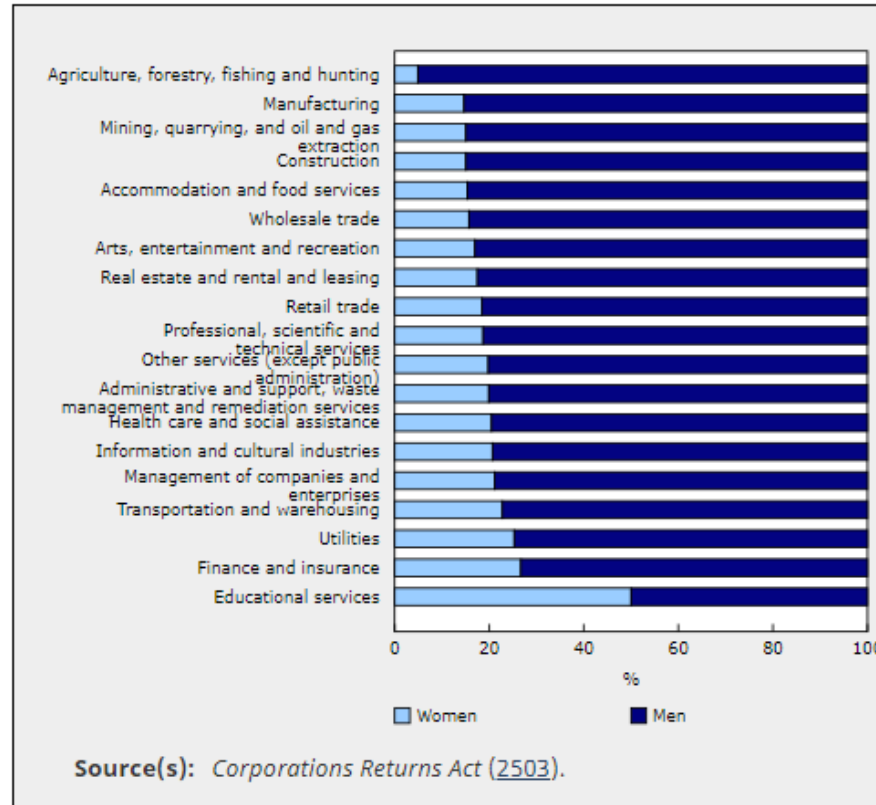
Share of women on corporate boards, by industry, 2020

[← Back to main article](#)

[Interactive](#)

[Image](#)

[CSV \(1 KB\)](#)



Corporation Returns Act

Share of women on corporate boards, by industry, 2020, %

	Women	Men
Agriculture, forestry, fishing and hunting	4.9	95.1
Manufacturing	14.7	85.3
Mining, quarrying, and oil and gas extraction	15.1	84.9
Construction	15.1	84.9
Accommodation and food services	15.4	84.6
Wholesale trade	15.7	84.3
Arts, entertainment and recreation	17.0	83.0
Real estate and rental and leasing	17.5	82.5
Retail trade	18.5	81.5
Professional, scientific and technical services	18.7	81.3
Other services (except public administration)	19.8	80.2
Administrative and support, waste management and remediation services	19.9	80.1
Health care and social assistance	20.5	79.5
Information and cultural industries	20.7	79.3
Management of companies and enterprises	21.2	78.8
Transportation and warehousing	22.8	77.2
Utilities	25.3	74.7
Finance and insurance	26.7	73.3
Educational services	50.0	50.0

About Data Service Centres

The Data Service Centre (DSC) offers to data users a complete range of services. The DSC assists data users:

- With simple and free data requests, technical and methodological questions;
- With complex requests requiring research, extraction or customization of data from multiple sources;
- By producing customized reports, analyses and maps;
- By offering standard and customized workshops for data users of all levels of expertise;
- Through various outreach activities such as webinars, newsletters, presentations, information sessions and open houses.

For any questions, contact us:

1-800-263-1136

infostats@statcan.gc.ca

[Contact us](#)

[Data service centres \(statcan.gc.ca\)](https://www.statcan.gc.ca)



Website/Questions

