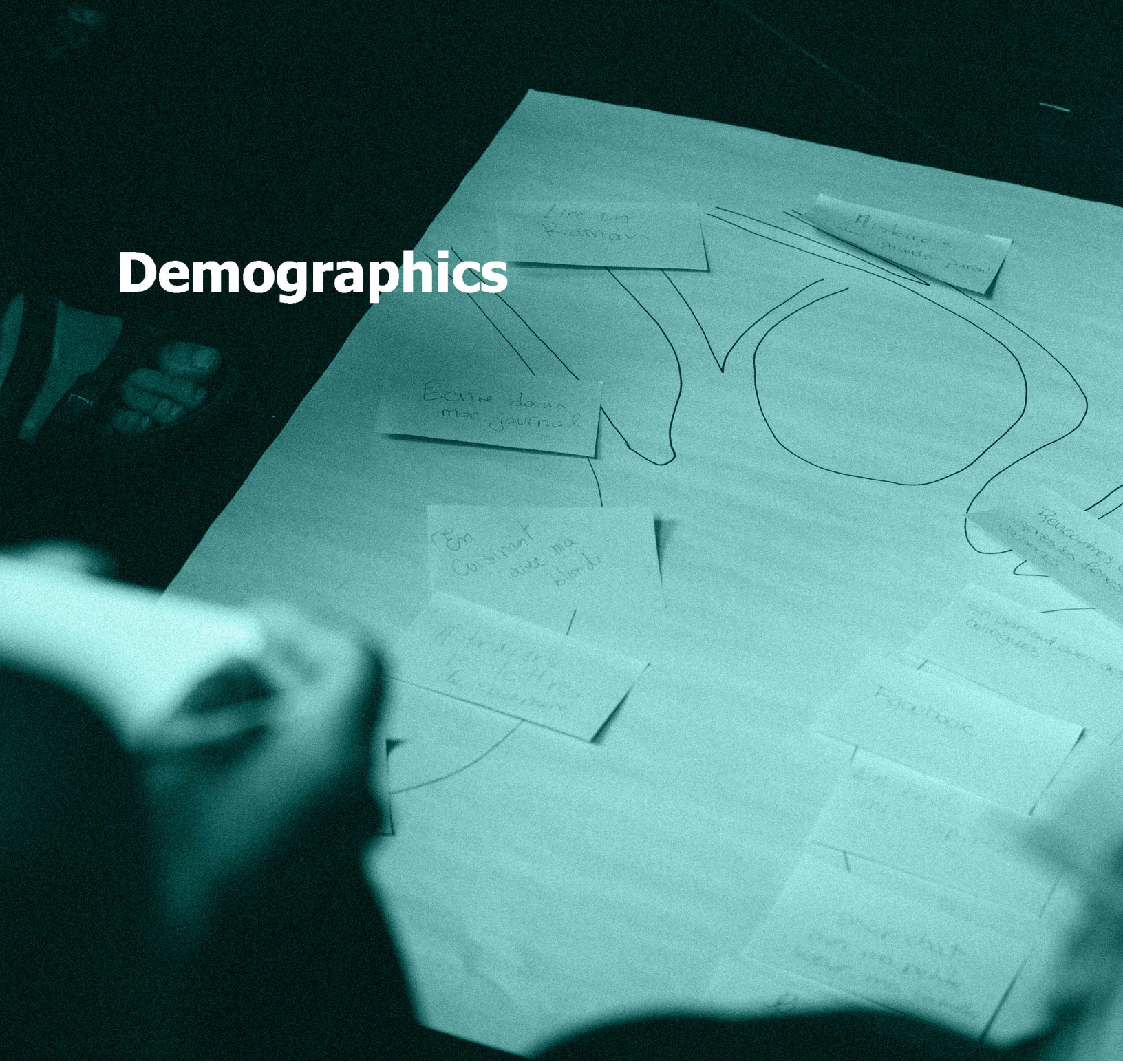


Demographics

Diversité d'Abord: Racism in the nonprofit sector in Quebec
A research project by the Centre for Community Organizations (COCo)

Date of publication: July 2024

Canada Québec Fondation Lucie et André Chagnon COCo Centre des organismes communautaires Centre for community organizations

This introduction is part of the research project, Diversité d'Abord.
To access the full report, please click here: https://coco-net.org/diversite-dabord/

The Authors

The lead researcher on this project was Emily Yee Clare.
The report was co-authored by Emily Yee Clare and Kira Page.
The lead data scientist on this project was Alexandra Heggie.
The graphic designer on this project was Grace An.
The copy editing and sensitivity reading was done by Zina Mustafa.
All of the included photos in this report were taken by Stacy Lee during our day-long Diversité d'Abord forum in May 2017.

This research has been in progress for several years and has benefited from the expertise of many people. We are thankful to members of the COCo team and Board who have supported this work, including Amaya Athill, Juniper Belshaw, Emil Briones, Parker Mah, Fabiola Mizero Ngirabatware, Jeneffer Ndahayo, Janie Janvier, Florencia Vallejo, Adjo Chevalier, Stéphanie Darbouze Lamarre, Cora-Lee Conway, Richenda Grazette, Miatta Gorvie, Julia Couture Glassco, and Homa Khairi.

We are also grateful to our external readers and supporters: Camilla Gordillo, Myriam Zaidi, Ainsley Jenicek, Kama La Mackerel, Régine Debrosse, Tiffany Ashoona, Kelly Schieder, Délice Mugabo, Pascale Brunet, Robyn Maynard, Shanice Yarde, Karine-Myrgianie Jean-François, Sunny Doyle, Edward Ou Jin Lee, Adrienne Piggott, and Paul Tshuma.

Use of This Work

Diversité d'Abord is licensed under Creative Commons (attribution, non commercial). It is exciting to us when other people use our work, and we would love to know about it! Write to the email info@coco-net.org, add us and identify us in your sharing credits by citing the Center for Community Organizations (COCo) and the research project https://coco-net.org/diversite-dabord/. To cite our report in research or any other document, you can follow this template: Center for Community Organizations (COCo). July 2024. Diversité d'Abord report. From the Diversité d'Abord research from 2016 to 2024. Montreal, Canada.

Diversité d’Abord is a research project conducted by the Centre for Community Organizations (COCo) between 2016 and 2024. The presented data was collected from 252 people via two online surveys for Quebec-based community sector workers of all racial backgrounds, and 5 focus groups with racialized community sector workers. A portion of our findings are detailed in three introductions and two chapters. We outline our choice of terminology when discussing racism in the Quebec community sector context, present the infographic "The ‘Problem’ Woman of Colour in the Workplace," and detail our analysis of the specific experiences of racialized women in the Quebec community sector.

Table of Contents

Introduction 35
Survey Respondents 35
Ethnic or Racial Identity Breakdown of Racialized Respondents 36
Gender of Survey Respondents 37
Comparing Gender and Race 38
Age of Survey Respondents 39
Language of Survey Respondents 40
Languages Fluency and Language at Work 40
Sector of Work of Survey Respondents 41
Focus Group Participants 42
Racial Breakdown 42
Age of Focus Group Participants 43
Gender of Focus Group Participants 43
Sexuality of Focus Group Participants 43
Language of Focus Groups Participants 44
Sectors of Work of Focus Group Participants 44
Bibliography 45

Introduction

Below is an overview of the demographic of our survey respondents and focus group participants.

Where possible or useful, we have included other research on the demographics of the Quebec community sector from the period that the research was conducted, to give the reader a sense of how representative our survey data is. However, this is made difficult because research on the topic almost always has important differences in how they define, for example, what a racialized person is, what the community sector is, what gender categories exist, etc. It is also common for other sector research to look at organizations, rather than individuals (e.g. “half of organizations have a pet cat” versus “half of survey respondents reported that their office had a cat”). For these reasons, the comparisons we can make to other data are not definitive.

For interested readers, the main sources of demographic data on the Quebec community sector (or “social economy” sector) come from the following sources:

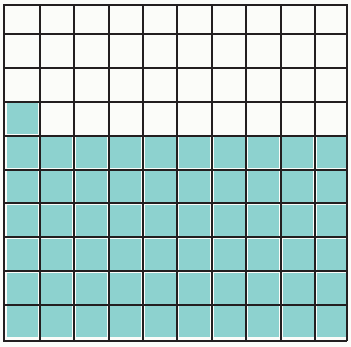
- Les Repères en économie sociale et en action communautaire, by the CSMO-ÉSAC in 2018
- L’économie sociale au Québec – Portrait statistique by the Institut de la Statistique du Québec, 2019
- En savoir plus : Découvrir les multiples facettes du secteur communautaire québécois, by the Centre for Community Organizations in 2012

Survey Respondents

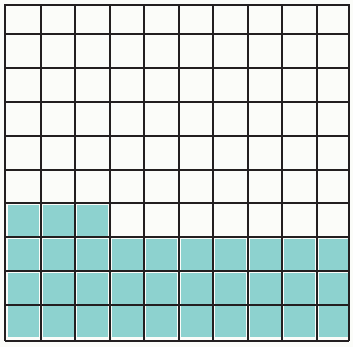
We had a total of 246 respondents to our survey. Of that group, 234 identified their race, and 222 identified their race and gender. For that reason, when we compare data that includes information both about race and gender, the total group of survey respondents is 222. When we refer to the respondents overall, regardless of race or gender, the total number is 246. These numbers might change slightly if a respondent skipped a particular question.

Ethnic or Racial Identity Breakdown of Racialized Respondents

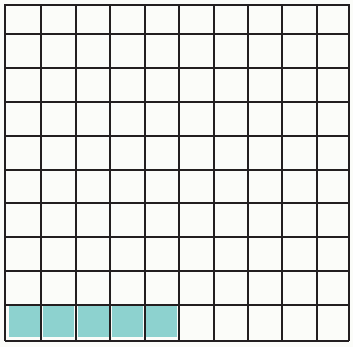
This is the breakdown of the total survey respondents who were either white or racialized.



White 61.4%



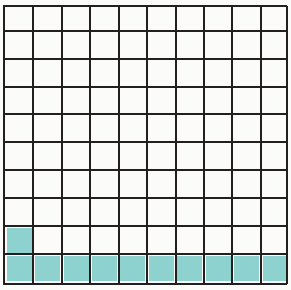
Racialized 32.7%



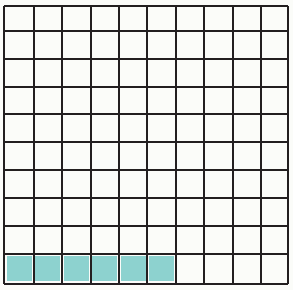
No Response 4.9%

**Percentages may not total 100% due to rounding.*

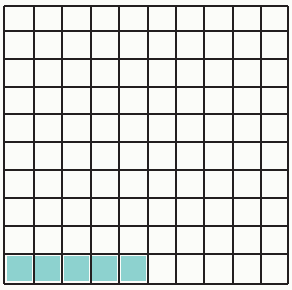
Below is a detailed breakdown of the ethnic or racial identity of our racialized respondents. The majority of our survey respondents were white, and the largest number of the racialized respondents to the survey were Black.



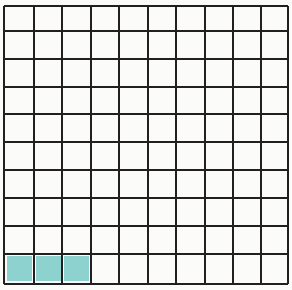
Black 10.6%



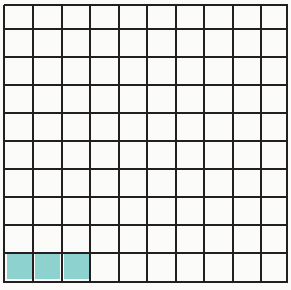
Arab/Middle Eastern 5.7%



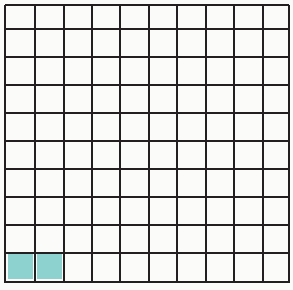
East Asian 4.9%



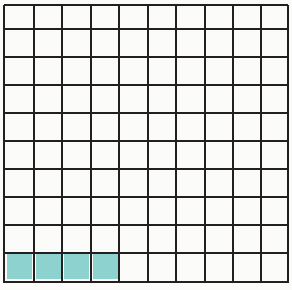
South Asian 3.3%



Latino/Latina/Latinx 2.9%



Indigenous 2.4%

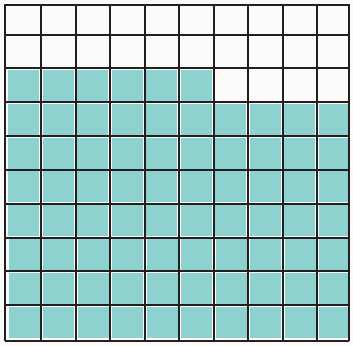


Other Racialized and Mixed Race 4.1%

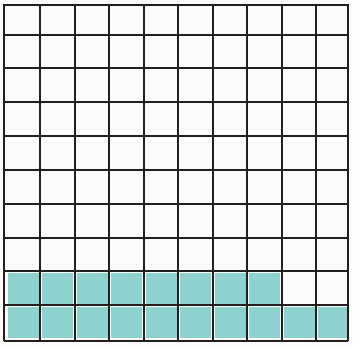
It is difficult to find existing data with which to compare our own, as other data collected on the community sector in Quebec tend to use the category of "immigrant." This category has some overlap with the category of "racialized," but it is not similar enough that we can compare (for more on this, please see our "Word Use and Terminology" chapter). Another difficulty is that much of the existing research looks at organizations, rather than individual community sector workers. For example, the CSMO-ESAC found that 18% of community sector organizations had 1 or more employees they considered to be "immigrants," the majority of which had immigrated more than 5 years ago.[1] That said, it is safe to assume that the racial breakdown of our survey respondents is not representative of the racial breakdown of the Quebec community sector, and specifically, that racialized people responded more to our survey than white people. Compared to the general population of Quebec, we know that in 2021, Black people represented 5.1% of Quebec's population (compared to the 10.6% who answered our survey), while Arab people accounted for 3.4% (compared to our 5.7%).[2]

The CSMO-ESAC research showed that in 2018, only 2% of community organizations in Quebec had Indigenous employees. Of this small number, these organizations had an average of 3, and a median of 1, Indigenous employee. This data suggests that Indigenous respondents are slightly under-represented in our survey.[3] We did not find comparable data for other racial groups.

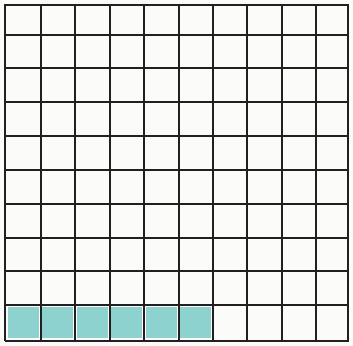
Gender of Survey Respondents



Woman 76.1%



Man 18.1%



Non-Binary, Genderqueer, etc. 5.7%

1. Binhas, Linda. "5.2.3 — Les immigrants." In *Les Repères en économie sociale et en action communautaire – Panorama du secteur et de la main-d'œuvre*. Montréal: Comité sectoriel de main-d'œuvre économie sociale et action communautaire, 2018.

2. Government of Canada. "The Canadian Census: A rich portrait of the country's religious and ethnocultural diversity." Statistics Canada. Retrieved March 8, 2023.

3. Binhas, Linda. "5.2.2 — Les autochtones." In *Les Repères en économie sociale et en action communautaire – Panorama du secteur et de la main-d'œuvre*. Montréal: Comité sectoriel de main d'œuvre économie sociale et action communautaire, 2018.

The categories of “man” and “woman” include both cisgender and transgender men and women. We did not ask participants to identify whether they were cisgender or transgender, although some respondents did.

The majority of our survey respondents were women. The CSMO-ESAC research suggests that 59% of employees of community and social economy organizations are women.[4] The Government of Quebec found that in 2020, women represented 70.8% of people working in the community sector, education, and government roles.[5] At 76.1%, this suggests our survey respondents may represent a higher majority than what is present in the sector.

We had 13 survey respondents who identified as non-binary, gender queer, or otherwise did not identify as a man or a woman. Unfortunately, this was too small a sample size to include in most of our data, particularly once we divided that group of 13 into different racial groups. With a sample size that small, the data becomes both unreliable and highly identifiable. Research into the experiences of non-binary community sector workers would be valuable. For this reason, when we compare experiences by gender, we largely compare between women and men.

Comparing Gender and Race

Throughout the research, we compare different subgroups of our survey respondents, especially along racial and gendered lines. For example, we might compare racialized people’s experience to white people’s or racialized women to white women, etc. This is sometimes because it is the most appropriate comparison, and sometimes because it is where we have the most statistical reliability, considering the lower number of, say, racialized men who responded. We have tried to explain those choices where we make them.

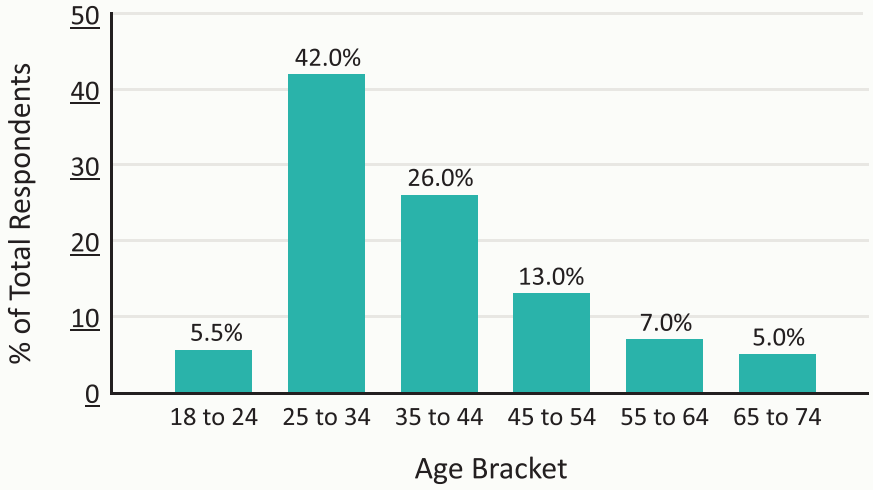
4. Binhas, Linda. “4- Les Ressources Humaines.” In L*es Repères en économie sociale et en action communautaire – Panorama du secteur et de la main-d’œuvre*. Montréal: Comité sectoriel de main d'œuvre économie sociale et action communautaire, 2018.

5. Institut de la statistique du Québec. “Emplois dans certaines catégories professionnelles.” Quebec: January 31, 2023.

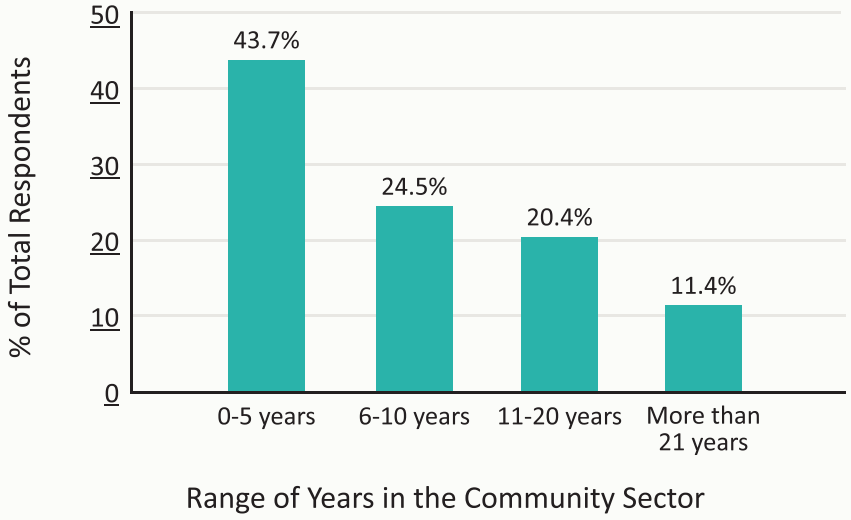
6. Binhas, Linda. “5- La Relève et les conditions de travail.” In *Les Repères en économie sociale et en action communautaire – Panorama du secteur et de la main-d’œuvre*. Montréal: Comité sectoriel de main d'œuvre économie sociale et action communautaire, 2018.

Age of Survey Respondents

The majority of our respondents were between the ages of 25 and 34. The CSMO-ESAC found that 39% of organizations had one or more employees over 50.[6] This suggests that our survey respondents are younger than the community sector overall.

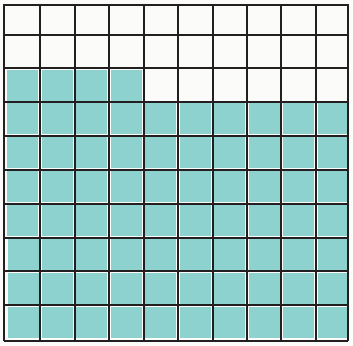


The age of our respondents seems to correlate with respondents' average number of years in the community sector. Close to 45% of survey respondents have been involved in the Quebec community sector for less than 5 years.

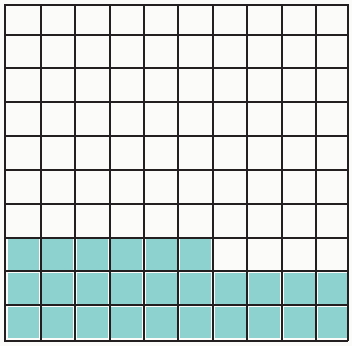


Language of Survey Respondents

The majority of respondents to the survey responded in French. Considering COCo's place in the community sector as a highly bilingual organization often considered to be English speaking, we expected the opposite results. Previous research by COCo has shown that English speaking community organizations and community sector workers are underrepresented in the existing research.[7] In part for this reason, we haven't found reliable data to compare this breakdown with.



French 73.5%



English 26.4%

Languages Fluency and Language at Work

This table demonstrates a breakdown of respondents' top 3 languages in terms of fluency and use at work. Overall, 67% of respondents were bilingual.

Language	Individual Fluency	Language Used at Work
French	87%	89%
English	78%	75%
Spanish	15%	10%

[7.] Blumel, et al. "In the Know: Identifying Multiple Aspects of Quebec's Community Sector". Montreal: Centre for Community Organizations, 2012.

Sector of Work of Survey Respondents

The 6 most commons sectors of work identified by survey respondents were the following:

- Advocacy and Rights
- Women and Gender
- Popular Education
- Community Development
- Education
- Racialized Communities

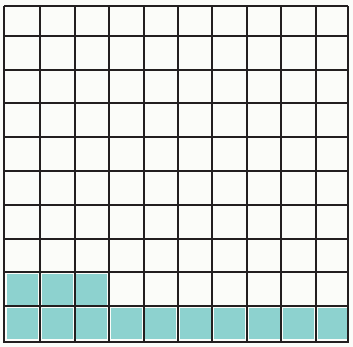
Respondents were allowed to pick more than one sector of work.

Focus Group Participants

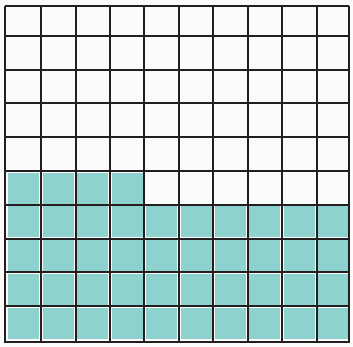
We conducted 5 in-person focus groups, with a total of 20 participants. All participants were community sector workers who identified as racialized. We had one focus group specifically for queer and trans community sector workers.

Racial Breakdown

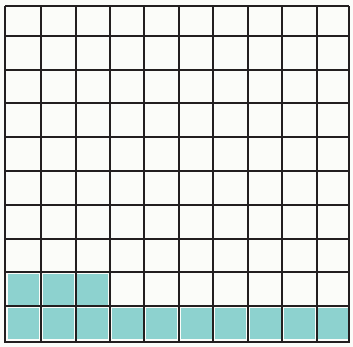
The racial breakdown of our focus groups was as follows. It's worth noting that 5 of the focus group participants identified as being mixed race.



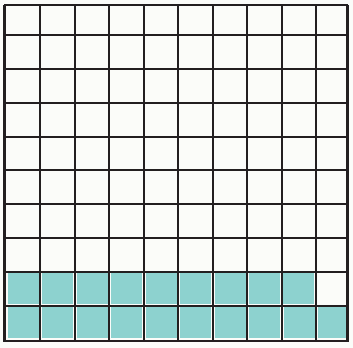
Arab/Middle Eastern 12.5%



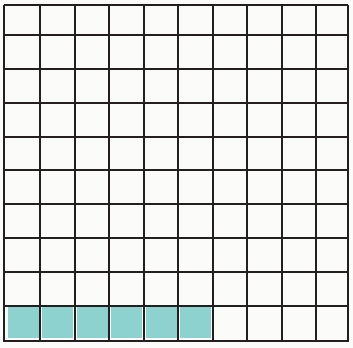
Black 43.8%



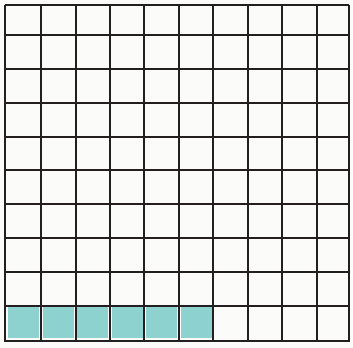
East Asian 12.5%



Latino/Latina/Latinx 18.8%



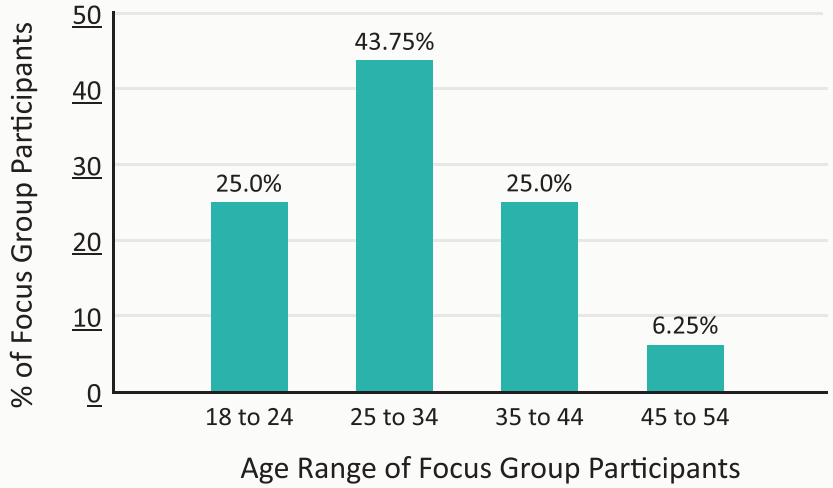
South Asian 6.3%



No Response 6.3%

Age of Focus Group Participants

The age of our focus group partcipants was similar to those of the survey respondents, with the majority falling within the 25-34 age range.

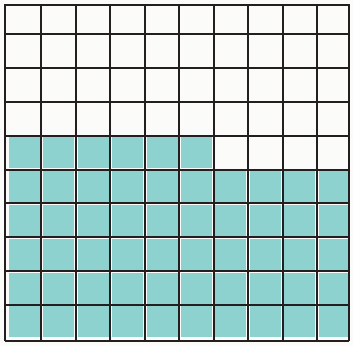


Gender of Focus Group Participants

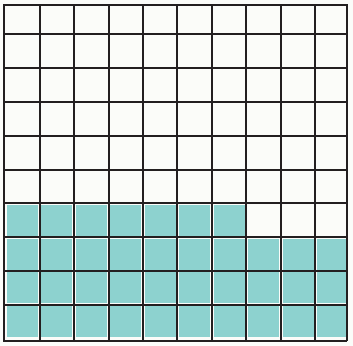
Our focus group participants identified overwhelmingly as women. Only 1 participant identified as a man and another chose not to disclose.

Sexuality of Focus Group Participants

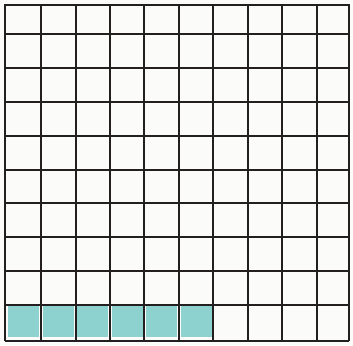
Although we asked about the sexuality of our survey respondents, the responses were so varied and unique that it is not clear how best to interpret or represent them. As well, one of our focus groups was specifically designed for community sector workers who are queer. For this reason, we had more information about the sexual orientation of our focus group participants than our survey respondents.



Straight 56.25%



Queer, Gay, Lesbian, Bi 37.5%



Not Disclosed 6.25%

Language of Focus Group Participants

These are the languages spoken by focus group participants. We have collapsed some language categories for anonymity reasons. Many focus group participants spoke multiple languages.

Language	% Spoken by Participants
French	75.00%
English	81.25%
Spanish	37.50%
Arabic	12.50%
Other Asian, Caribbean and African Languages	18.75%

We also asked focus group participants about the language they worked in. English-speaking work environments were more represented in our focus groups than in our survey respondents.

Language	% Used at Work by Participants
French	50.0%
English	50.0%
Bilingual	25.0%

Sectors of Work of Focus Group Participants

Participants came from the following sectors:

- Advocacy and Rights
- Community Development
- Women and Gender
- Youth and Children
- Racialized Communities
- Education

This is similar to the survey respondents but with more presence of people working with youth and children.

Bibliography

Binhas, Linda. “Les Repères en économie sociale et en action communautaire – Panorama du secteur et de la main-d’œuvre”. Montréal: Comité sectoriel de main-d'œuvre économie sociale et action communautaire, 2018.

Blumel, et al. “In the Know: Identifying Multiple Aspects of Quebec’s Community Sector”. Montreal: Centre for Community Organizations, 2012.

Government of Canada. “The Canadian Census: A Rich Portrait of the Country's Religious and Ethnocultural Diversity.” Statistics Canada, October 26, 2022.

Institut de la statistique du Québec. “Emplois dans certaines catégories professionnelles”. Institut de la Statistique du Québec, January 31, 2023.

Since 2016, the Centre for Community Organizations (COCo) has been engaged in Diversité d’Abord, a research and education project that examines how racism operates in the nonprofit sector in Quebec. Everything you need to know about Diversité d’Abord can be found at: https://coco-net.org/diversite-dabord/.
You can reach COCo over email at: info@coco-net.org or explore our website at: https://coco-net.org.
You can easily connect with COCo by following us on Facebook, X/Twitter, or LinkedIn.
We update these platforms regularly with resources, news, and updates on topics related to community groups.




COCo
Centre des organismes communautaires
Centre for community organizations