

A blurred background image showing a diverse group of people in a meeting. In the foreground, a man with short dark hair is smiling and looking towards the right. Behind him, three women are also smiling. One woman is wearing a grey hijab. They appear to be in a collaborative work environment. A blue diagonal graphic element runs from the top left towards the bottom center.

Diversity at Work

Featured Discussion:
The Impact of DEI on Atlantic Canada's Workforce

Atlantic Canada's economy: powered by increasing diversity

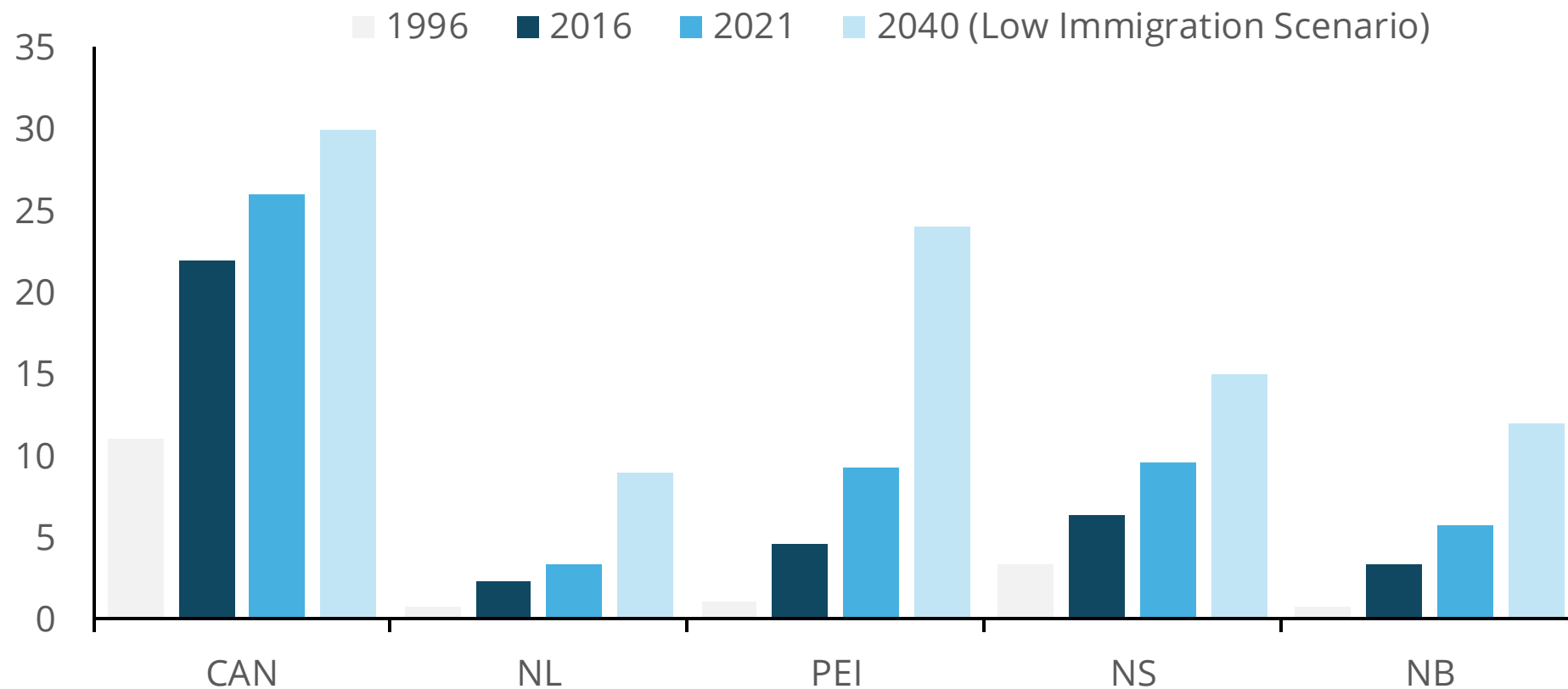
Population share, Atlantic Canada, 2021 (%)

- Women: 51%
- Indigenous peoples: 6%
- Immigrants: 6%
- Black Atlantic Canadians: 2%
- Visible minorities: 7%
- Persons with disabilities: 35%
- 2SLGBTQ+: 5%



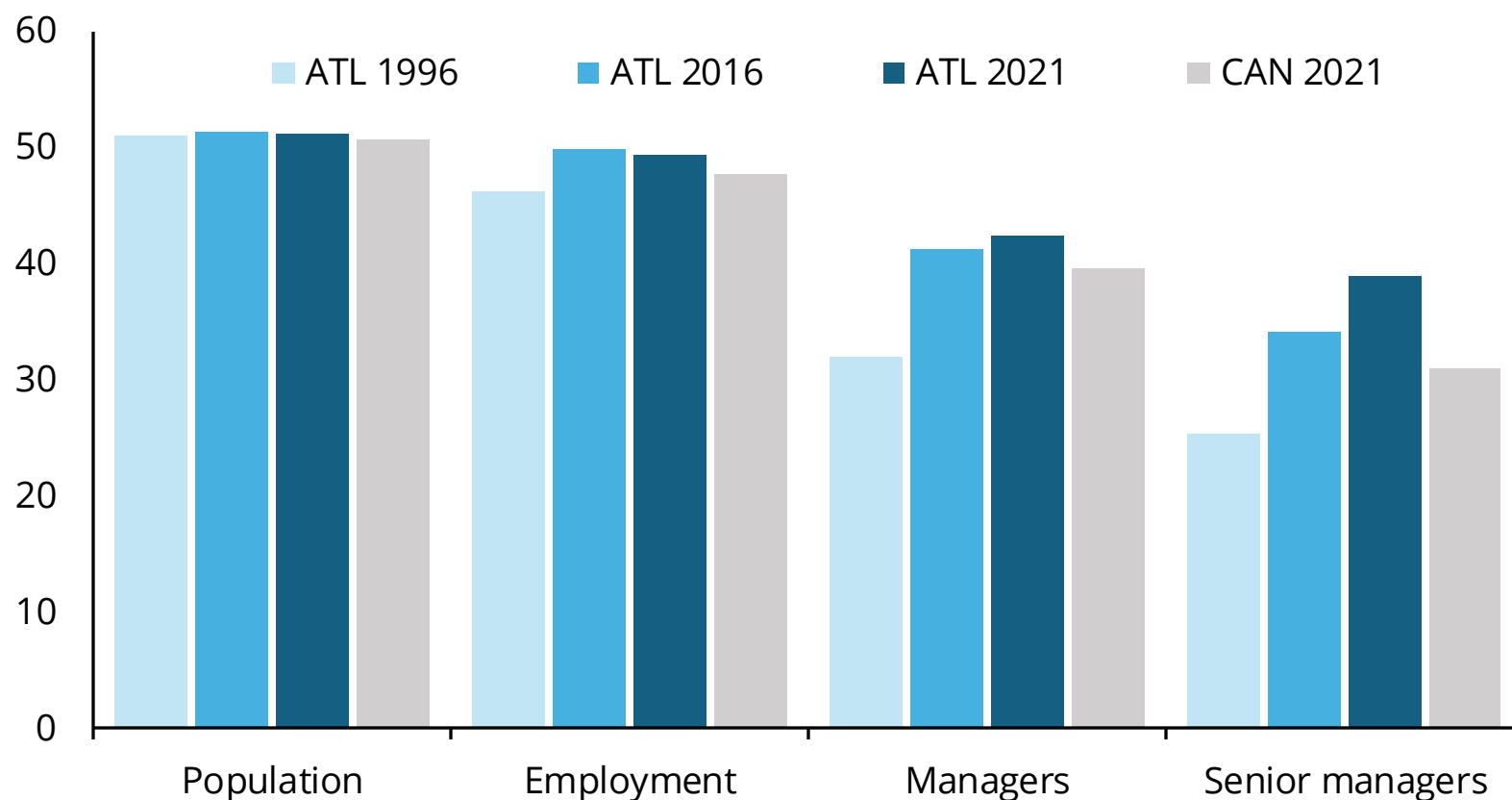
Rising immigration is contributing to a more diverse population

Visible minorities as a share of population (%)



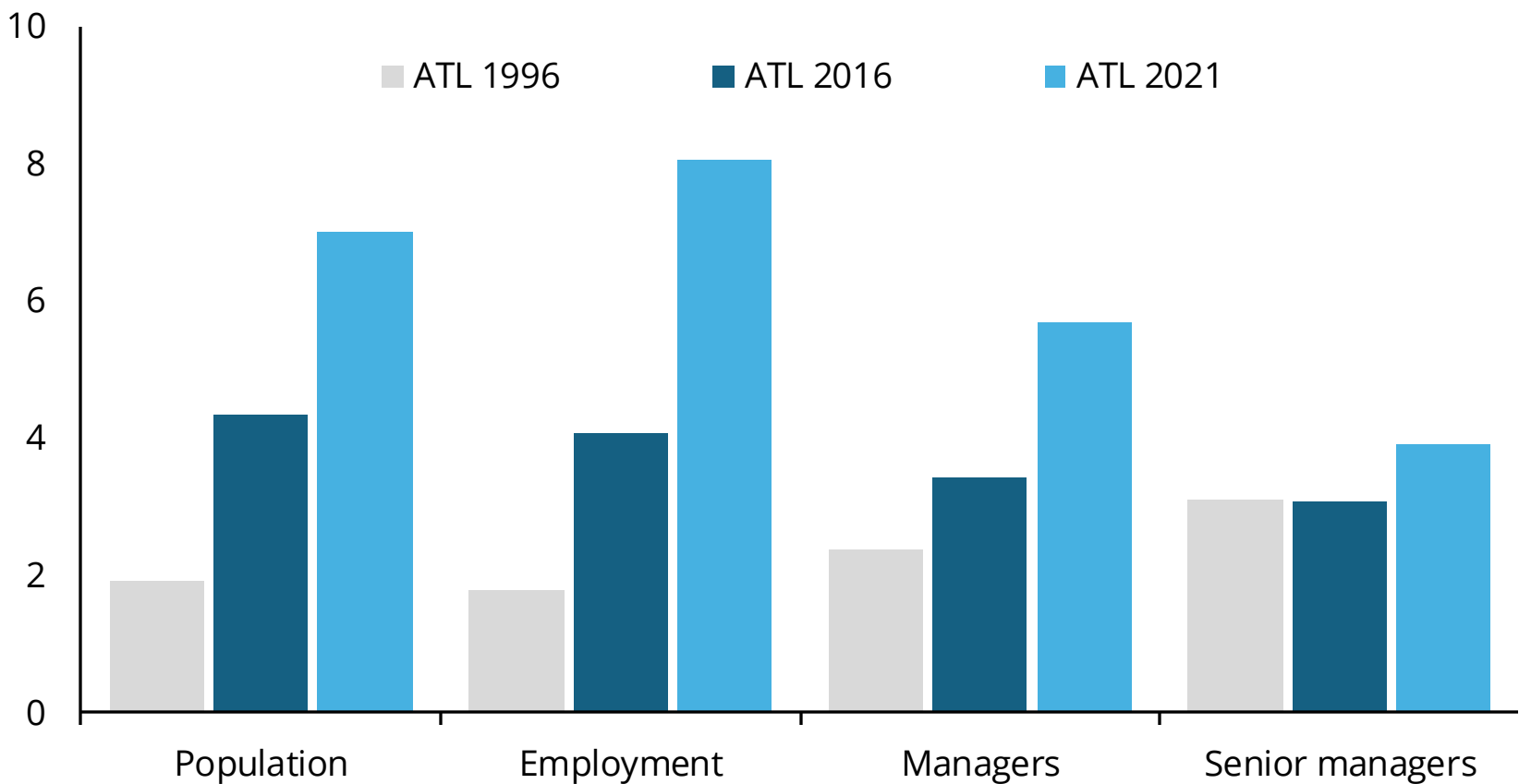
Improving share of women employed in senior positions

Share of women by select indicator (% of total)



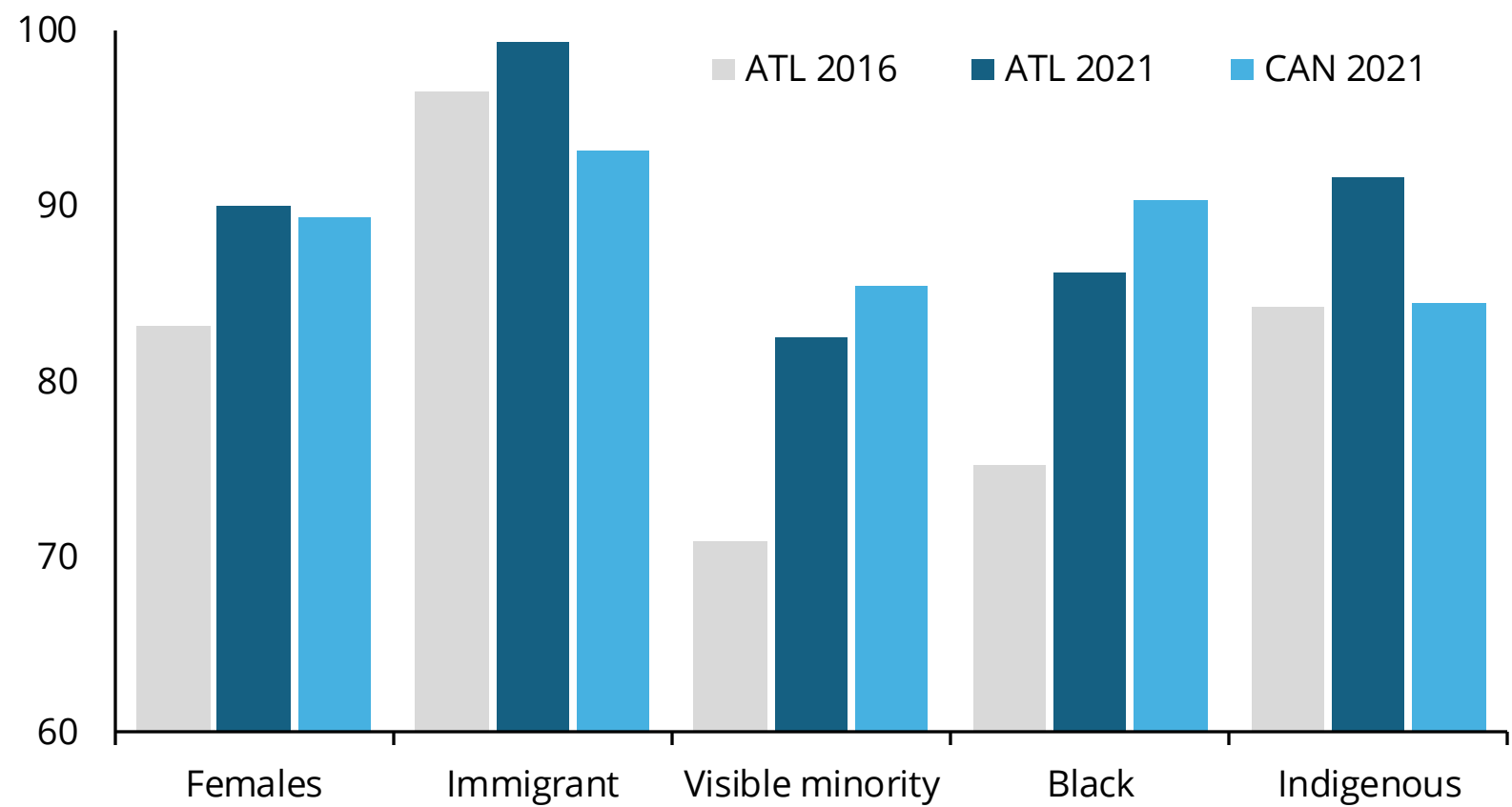
Lower share of visible minorities employed in management relative to population share

Share of visible minority by select indicator (% of total)



Diversity groups' incomes improve but remain below median

Median income as a share of median income for all workers (%)



Median incomes for all diversity groups trail that for all workers in the Atlantic region and Canada

Women earned 23% less than men in 2021, but the gap has narrowed since 2016

Immigrant incomes are very close to the all-worker median in the region

Benefits of diversity and inclusion

Profitability



Competitiveness and exports



Innovation and growth



Employee engagement and customer loyalty



Key Resources

Atlantic Economic Council Reports

- [Looking Ahead: A Series on Atlantic Canada's Economic Landscape](#)
- [Diversity & Inclusion Report \(February 2022\)](#)
- [Diversity Review - Inclusion in Atlantic Canada \(May 29, 2024\)](#)
- [Assessing the Diversity of Business Ownership in Atlantic Canada \(December 2024\)](#)

Panelists Resources & Links

- [Nova Scotia Works HR Toolkit](#)
- [Nova Scotia Works - Welcoming Workplaces](#)
- [Inspired to Hire](#)
- [Project Implicit - Take the Test](#)
- [The Gender Decoder](#)
- [Association for New Canadians](#)
- [Immigrant Services Association of NS](#)
- [Settlement Services for Newcomers in NB](#)
- [Settlement Services for Newcomers in NB](#)
- [Atlantic Region Association of Immigrant Serving Agencies](#)
- [New Brunswick Multicultural Council](#)
- [Immigrant & Refugee Services Association of PEI](#)
- [Association for New Canadians NL](#)
- [Canadian Centre for Diversity and Inclusion \(CCDI\)](#)
- [Canadian Diversity Initiative](#)
- [The 50-30 Challenge](#)
- [Diversity Institute](#)

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