

## APPENDIX B: A PROFILE OF GENDER INEQUITIES IN TORONTO

According to the 2016 Census, Toronto's population is made up of 1,417,985 females<sup>1</sup>, making up 51.9 percent of the total population. Additional demographics of the Toronto female population include:

- 69 percent are between the ages of 15 to 64;
- 52.8 percent are first generation, 48.9 percent are immigrants, and 14.8 percent are not Canadian citizens;
- 52.2 percent are visible minorities;
- 45 percent speak a mother tongue other than English or French;
- 39.6 percent are not in the labour force; 5.1 percent are unemployed;
- 53 percent of Toronto's low income population are female;
- 56.8 percent of the senior population are female;
- The average income of females was \$42,807 compared to \$62,667 for males;
- According to Our Health Counts, 49 percent of the Indigenous population is female in Toronto, or 33,810<sup>2</sup>;
- 84.2 percent of lone parent families are female;
- 58.5 percent of the people who commute by public transit are female and 41.5 percent are male; while 58.4 percent of people who commute by car, truck, or van are male and 41.6 percent are female.

The demographic profile of women and girls in Toronto illustrates that initiatives to address gender inequities must include an intersectional lens to ensure that all women and girls are no longer left behind.

Intersectionality recognizes that identities are not single social categories but understood as interlocking systems of marginalization that shape people's lives<sup>3</sup>. Intersectionality highlights the inseparability of social categories such as race, gender, class, ethnicity, disability and sexuality, and how multiple dimensions of social difference interact across individual, institutional, cultural and societal spheres<sup>4</sup>. Women with intersecting identities experience "compound discrimination" and complex challenges in accessing jobs, resources, programs and services. This compound discrimination impacts an individual's access to, experience of, and outcomes due to the multiple systemic barriers they experience.

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<sup>1</sup> Census data captures sex information – female or male only

<sup>2</sup> Firestone, M., Xavier, C., O'Brien, K., Maddox, R., Wolfe, S., and Smylie, J. (2018). Our Health Counts Toronto: Demographics [Fact sheet]. Retrieved from <http://www.wellivinghouse.com/wp-content/uploads/2018/02/Demographics-OHC-Toronto.pdf>

<sup>3</sup> Ford, C. L., and Airhihenbuwa, C. O. (2010). The public health critical race methodology: praxis for antiracism research. *Social Science and Medicine*, 71(8), 1390-1398.

<sup>4</sup> Rodriguez, J. K., Holvino, E., Fletcher, J. K., and Nkomo, S. M. (2016). The theory and praxis of intersectionality in work and organisations: Where do we go from here. *Gender, Work and Organization*, 23(3), 201-222.

While current Census data does not include the trans and non-binary population, the particular needs and barriers experienced by this population in Toronto are integral to any strategy to address gender inequities. Available research highlights violence, harassment and discrimination experienced by trans people at a much higher rate than cisgender<sup>5</sup> people.

While women and girls make up the majority of Toronto's population, they also experience higher rates of inequities, as highlighted below.

## Employment

- Women working in the City of Toronto currently earn just over 78 cents, on average, for every dollar a man makes<sup>6</sup>. Provincially, racialized women earned 85 cents for every dollar non-racialized women earned<sup>7</sup>.
- Toronto's gender employment gap (89.8 percent) is also larger than most other large cities, ranking 24<sup>th</sup> out of 26 Canadian cities surveyed<sup>8</sup>.
- Research and anecdotal reports show that women who face racism, discrimination, harassment, etc. often exit workplaces as a direct result of such experiences<sup>9</sup>. Racialized and Indigenous women continue to face multiple forms of violence and barriers at various stages of civic engagement. The gender wage gap and workplace discrimination, for example, disproportionately affect women who are Black, Indigenous, or racialized<sup>10</sup>.

## Leadership

- Women occupy 31 percent of available positions on Toronto City Council. Overall, Toronto ranks 16<sup>th</sup> out of 26 Canadian cities on female representation in municipal leadership<sup>11</sup>.
- Toronto women held 35.3 percent of management positions in 2017, just above the national average (34.6 percent), putting Toronto in 17<sup>th</sup> place among the 26 large cities on this measure. The proportion of female workers working in management occupations (7.7 percent) was also above average<sup>12</sup>.
- Women are represented among business owners, but men still dominate. Overall, women make up 36.9 percent of all self-employed in Toronto and 28.8 percent of the self-employed with paid help<sup>13</sup>.

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<sup>5</sup> Cisgender is a term used to describe people whose gender identity matches their sex assigned at birth.

<sup>6</sup> Macdonald D. and Friendly M. (2017). *Time out: Child care fees in Canada*. Canadian Centre for Policy Alternatives.

<sup>7</sup> Block, S., and Galabuzi, G. E. (2018). *Persistent Inequality*. Canadian Centre for Policy Alternatives.

<sup>8</sup> Scott, K. (2019). *Best and Worst Places to be a Woman in Canada 2019*. Canadian Centre for Policy Alternatives.

<sup>9</sup> Travis, D. J., and Thorpe-Moscon, J. (2018). *Day-to-day Experiences of Emotional Tax Among Women and Men of Color in the Workplace*. Catalyst, February, 15.

<sup>10</sup> Block and Galabuzi (2018)

<sup>11</sup> Scott (2019)

<sup>12</sup> Ibid.

<sup>13</sup> Ibid.

- Toronto's corporate sector has only 20 percent of its senior leadership positions held by women, and an even smaller number are racialized women.

## **Child Care and Poverty**

Affordable high quality child care is key to gender equality and has major economic and social benefits, particularly for women. Since women carry out the majority of childcare—as unpaid caregivers as well as service providers in child care settings—child care is a crucial gender equity issue. Child care supports gender equity in many ways including but not limited to: facilitating women’s labour force participation, improving child development, reducing poverty and decreasing reliance on government-funded programs, and supporting decent jobs in the paid care sector. These benefits are especially valuable for lone parent-led and low income families. It is important to note that the child care workforce includes many immigrant women and women of colour. Furthermore, licensed home child care is an important component of the child care system which can represent inclusive economic opportunities for individuals, often women, to operate small businesses from their homes. Since affordable child care enables women to enter or re-enter the labour market and upgrade their employment skills, it is recognized as a key factor in reducing the gender gap in today’s labour market and as a driver for gender equity.

- Toronto is Canada's child poverty capital with more than one in four kids living in low-income families. The highest rates of child poverty are among Indigenous, racialized and newcomer families<sup>14</sup>.
- Toronto’s poverty rate is the second highest and well above the national average for both men and women. In 2016, one in five Toronto women (20.1 percent) lived with low income.
- Toronto is the most expensive city in Canada for child care across all age groups. A Toronto economic modelling study found that 75 percent of all families cannot afford regulated child care<sup>15</sup>. Toronto only has licensed child care spaces for one in five children under age 13, and almost 13,000 children are on the waiting list for a subsidized space.

## **Gender-Based Violence**

Violent crime across Toronto has decreased in the past 10 years, with the exception of sexual assault, which has not declined. Women and trans people continue to face a high incident of domestic violence and women continue to be murdered by their intimate

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<sup>14</sup> 2018 Toronto Child and Family Poverty Report: Municipal Election Edition. Social Planning Toronto.

<sup>15</sup> Time Out (2017).

partners and ex-partners at substantively higher rates than men<sup>16</sup>. Rates of violence for Indigenous women and women with disabilities are significantly higher<sup>17</sup>.

Toronto's women's shelters are consistently at or above 99 percent capacity<sup>18</sup>; Violence Against Women's shelters are consistently full, as they are unable to place women into permanent affordable housing.

Evidence suggests trans and non-binary youth are significantly impacted by gender-based violence. 70 percent of trans youth in Canada have experienced sexual harassment. More than one-third of trans youth ages 14-18 have been physically threatened or injured in the past year<sup>19</sup>.

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<sup>16</sup> Campbell, M., Dawson, M., Jaffe, P., Straatman, A.L. (2016). Domestic Violence Death Review Committees: Speaking for the Dead to Protect the Living. Domestic Homicide Brief (1). London, ON: Canadian Domestic Homicide Prevention Initiative.

<sup>17</sup> Canadian Women's Foundation. (2016).

<sup>18</sup> <https://www.toronto.ca/city-government/data-research-maps/research-reports/housing-and-homelessness-research-and-reports/shelter-census/>

<sup>19</sup> [LGBTQ2+ Youth Priorities for Addressing Gender-Based Violence](#) (2019).