

# Perceptions of Workplace Integration: Diversity = Inclusion?

Secil Erdogan,<sup>1,2</sup> Jennifer Long,<sup>1</sup> Melissa Fellin,<sup>1</sup> Victoria Esses<sup>1</sup>

<sup>1</sup>The Centre for Research on Migration and Ethnic Relations

The University of Western Ontario

<sup>2</sup>Department of Sociology, York University

## Objectives

- To examine immigrant perceptions of integration and inclusion in the Canadian workplace
- To assess level of cultural diversity and competency in medium and large businesses in 3 locations in Ontario: London, Waterloo, and Toronto

## Research Questions

1. What kind of challenges do immigrants face in the workplace?
2. What are the barriers for workplace integration?
3. What is the level of cultural diversity and competency in the workplace at medium and large businesses?

## Methodology

- In-depth, semi-structured interviews
- Focus Groups
- Sample :**
- 20 immigrants working in medium and large businesses in London, Waterloo, and Toronto
- 26-52 age range; 55% male, 45% female
- 45% undergraduate, 55% graduate degree

## Results

### Labour Market Segregation

"...finding a job in Toronto was different. Lots of immigrants, they have companies, and they hire some other immigrants more easily." (Rick, 38)

### Glass Ceiling

"Even if you are doing well at your job it doesn't matter; you cannot advance. You just stay there and do your job and that's it." (Maureen, 30)

### Stereotyping

"They believe we are all lazy and came into Canada illegally." (Araf, 35)

### Communication Barrier

"They use slang and expect us to understand but we don't know that." (Angel, 41)

### Ethnic Names

"My teacher told me if they will see my resume with my name on it, it will go to the garbage right away." (Husamettin, 35)

### Occupational Segregation

"Engineers: most of them were Russian...but the accounting department: almost everybody was Chinese" (Anna, 36)

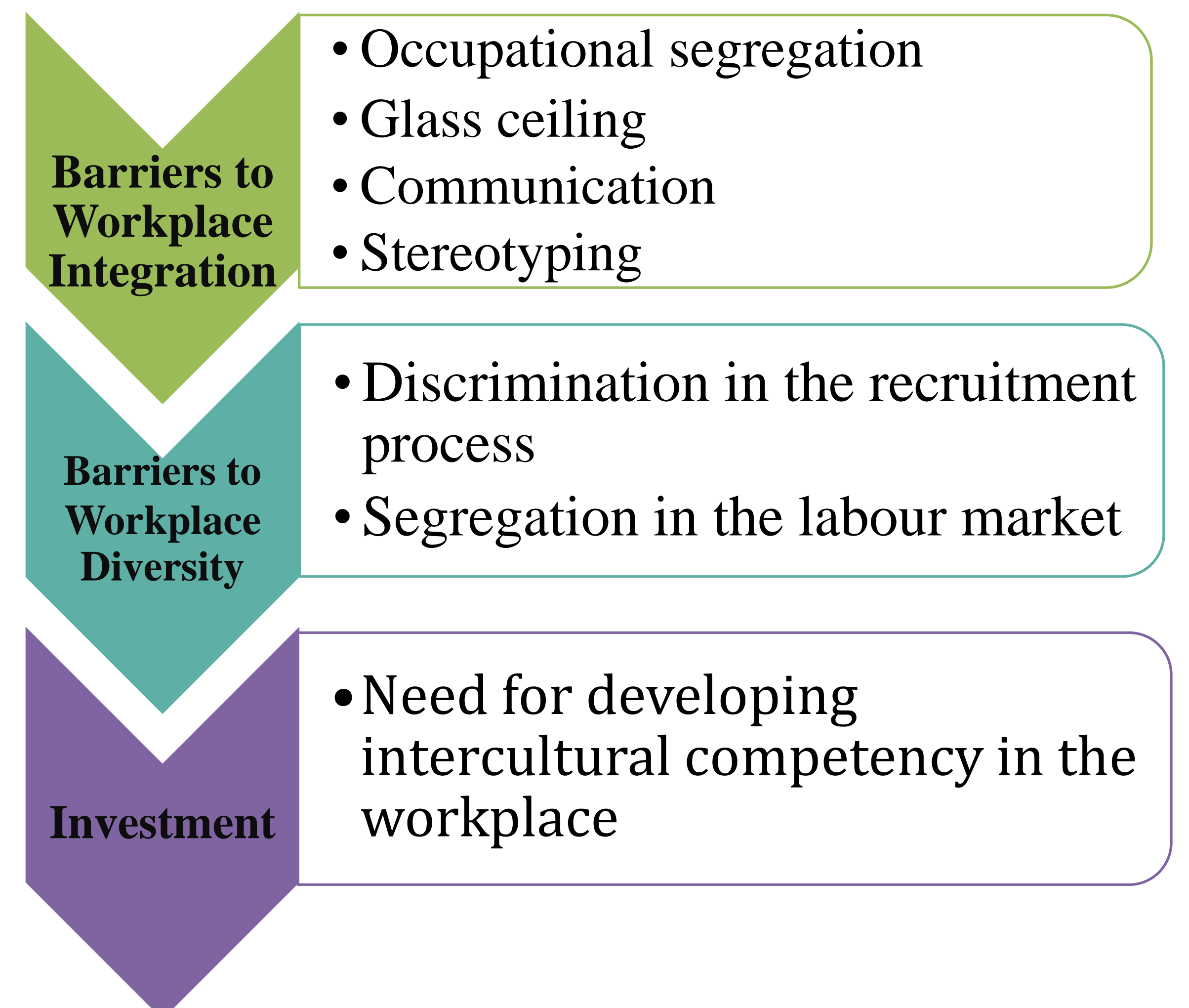


	Yes	No
Is your workplace diverse?	85%	15%
Is your management diverse?	17%	83%

For further information, contact Secil Erdogan at [serdogan@yorku.ca](mailto:serdogan@yorku.ca)

## Conclusion

Diversity ≠ Inclusion



## Acknowledgments

Thanks to Mitacs, London Cross Cultural Learner Centre, The Achievement Centre, and the wonderful people who participated in our research