

Participation

Culture is about people. Although the presence of the culture resources discussed in the previous section is necessary, a city's culture sector cannot exist without the participation of the community.

There are many forms of culture participation. For example, culture can be a leisure activity, an educational activity, or an economic activity. In some cases, it can be a combination of some or all of these things.

Although all types of culture participation are important, the reality is that data for some forms of participation is more easily available than it is for others. The bulk of this section focuses on economic participation – culture as a source of employment and income. Creating these indicators was possible because the City of Ottawa's Employment Survey is a reliable source of data on businesses and workers in culture industries and the Census is a reliable source of data on workers in culture occupations. Statistics Canada's Conceptual Framework for Culture Statistics, 2011¹ offers a defensible way to determine which industries and occupations to include. Expanding these indicators to include other forms of culture participation (e.g. culture as leisure or culture as education) is an important next step.²

¹ For more information on the Conceptual Framework for Culture Statistics, see [Statistics Canada](#).

² Statistics Canada collects data on participation in a variety of cultural activities through the General Social Survey (GSS), but the GSS was designed to provide national and provincial/territorial data. Attempts to obtain GSS data on cultural participation at the local level, even just for Canada's largest cities, were unsuccessful. Attempts to collect this data locally have also been problematic. The City's Cultural Funding and Support Section (CFSS) asks its grant recipients to provide information such as number of attendees, number of volunteers, number of members, etc. However, it is difficult to assess the reliability of this data. In addition, municipally funded organizations make up only a small piece of the cultural sector, so these figures would not be comprehensive even if they could be collected reliably.

Ottawa Public Library Participation Indicators

One area of the culture sector for which non-economic participation measures are available is libraries. The Ottawa Public Library (OPL) has been developing and refining its indicators for years.

Visitors to public libraries

4,425,650 (2017)

Registrations in OPL programs

274,511 (2017)

Businesses and workers in culture industries

The data comes from the Economic Development and Long Term Planning Branch of the City of Ottawa. The Branch collects this data as part of its Employment Survey. The most recent Employment Surveys were in 2012 and 2016.³

The North American Industry Classification System (NAICS) and the Conceptual Framework for Culture Statistics determine which businesses to include and how to group these businesses within the culture sector.⁴ In addition, the data are organized by neighbourhood⁵ to show the geographic distribution of culture industry employment in Ottawa.

The data show a significant increase in the number of jobs in the audiovisual and interactive media category, and a significant decrease in the number of jobs in the sound recording and written and published works categories.

There is some information to note about the Employment Survey. First, the City of Ottawa conducts this survey. As such, only businesses within the City of Ottawa's boundaries are included. Businesses in Gatineau and other surrounding areas are not included. Not all municipalities carry out employment surveys, and even if they do, their methodology may be different. Therefore, comparisons of this data to other cities are not possible. As well, although every effort is made to ensure that each firm is placed in the correct industry, inevitably there are some challenges. Many businesses offer a wide range of products and services, so their work may cross multiple industries. In addition, although every effort is made to ensure that the Employment Survey is as comprehensive as possible, inevitably some businesses will be missed. The survey covers for-profit, not-for-profit, and public sector entities, but home-based businesses are not normally included. This means that the survey likely undercounts some culture industries.

It is also important to keep in mind that the number of jobs is not equal to the number of workers, since some workers may hold multiple jobs within the sector. As well, the figures include both full and part time workers, so the number of jobs is likely to be greater than the number of full-time equivalents (FTEs). Consultants or freelance workers for the surveyed firms are not counted.

³ At the time of writing this report, the data from the 2016 City of Ottawa Employment Survey is preliminary and is yet to be published.

⁴ Appendices 2 and 3 show which industries are included and how they are grouped within the culture sector.

⁵ Neighbourhood boundaries are determined by the Ottawa Neighbourhood Study (ONS). For more information about the ONS or to see maps showing the neighbourhood boundaries, see [Ottawa Neighbourhood Study](#).

One final point to note is that culture industry employment figures do not include employees of firms in non-culture industries that support culture. For example, if an accountant is employed directly by a film company, then that accountant is counted as a worker in a culture industry. However, if the accountant works for an accounting firm that provides service to film companies, then that job is not counted as culture industry employment, even though they are providing service to a culture industry.

The 2016 data were collected using the 2012 North American Industry Classification (NAICS) codes, which were the most recent classifications available at the time. However, the 2012 data were collected using 1997 NAICS codes. For consistency with the 2016 data, the 2012 data were converted to 2012 NAICS codes for this study. This created a problem with the video game production and development industries, which were included within the broader software industries under the 1997 classification system. As such, there is no way to include video game industries from the 2012 Employment Survey, without including all software industries. Therefore, the 2012 results are stated both with (Table 1) and without (Table 2) these industries included.

Table 1: Firms and Workers in Culture Industries (including software) in Ottawa, 2012

Domains	Locations	Core Locations (%)	Total Locations (%)	Workers	Core Workers (%)	Total Workers (%)	Workers per Location
Audio Visual & Interactive Media	963	64.98%	42.86%	24,276	76.15%	65.40%	25
Heritage & Libraries	75	5.06%	3.34%	2,817	8.84%	7.59%	38
Live Performance	68	4.59%	3.03%	1,268	3.98%	3.42%	19
Sound Recording	47	3.17%	2.09%	228	0.72%	0.61%	5
Visual & Applied Arts	167	11.27%	7.43%	830	2.60%	2.24%	5
Written & Published Works	162	10.93%	7.21%	2,462	7.72%	6.63%	15
Core Total	1,482			31,881			22
Ancillary	481		21.41%	3,095		8.34%	6
Core + Ancillary	1,963			34,976			18
Other	284		12.64%	2,145		5.78%	8
All Culture Industries	2,247			37,121			17

Table 2: Firms and Workers in Culture Industries (excluding software) in Ottawa, 2012

Domains	Locations	Core Locations (%)	Total Locations (%)	Workers	Core Workers (%)	Total Workers (%)	Workers per Location
Audio Visual & Interactive Media	131	20.15%	9.26%	2,794	26.87%	17.87%	21
Heritage & Libraries	75	11.54%	5.30%	2,817	27.09%	18.01%	38
Live Performance	68	10.46%	4.81%	1,268	12.19%	8.11%	19
Sound Recording	47	7.23%	3.32%	228	2.19%	1.46%	5
Visual & Applied Arts	167	25.69%	11.80%	830	7.98%	5.31%	5
Written & Published Works	162	24.92%	11.45%	2,462	23.68%	15.74%	15
Core Total	650			10,399			16
Ancillary	481		33.99%	3,095		19.79%	6
Core + Ancillary	1,131			13,494			12
Other	284		20.07%	2,145		13.72%	8
All Culture Industries	1,415			15,639			11

Table 3: Firms and Workers in Culture Industries in Ottawa, 2016

Domains	Locations	Core Locations (%)	Total Locations (%)	Workers	Core Workers (%)	Total Workers (%)	Workers per Location
Audio Visual & Interactive Media	200	33.28%	15.44%	3,496	40.00%	26.76%	17
Heritage & Libraries	57	9.48%	4.40%	1,672	17.93%	11.99%	29
Live Performance	76	12.65%	5.87%	1,315	15.05%	10.07%	17
Sound Recording	22	3.66%	1.70%	63	0.72%	0.48%	3
Visual & Applied Arts	141	23.46%	10.89%	790	9.04%	6.05%	6
Written & Published Works	105	17.47%	8.11%	1,509	17.27%	11.55%	14
Core Total	601			8,845			15
Ancillary	469		36.22%	2,800		21.43%	6
Core + Ancillary	1,070			11,645			11
Other	225		17.37%	1,525		11.67%	7
All Culture Industries	1,295			13,170			10

Table 4: Culture Industry Employment by Neighbourhood, Top Ten Neighbourhoods, 2012

#	Neighbourhood	Employment Locations	Culture Jobs
17	Centretown	174	6,956
74	Byward Market	95	2,266
82	Hunt Club South Industrial	62	1,134
36	Overbrook – McArthur	15	930
57	East Industrial	51	726
29	Iris	6	543
64	Kanata Lakes - Marchwood Lakeside - Morgan's Grant - Kanata North Business Park	27	474
26	Hintonburg - Mechanicsville	46	415
47	Westboro	41	324
46	West Centertown	43	316
	All other neighbourhoods	855	1555

See Appendix 8 for maps showing the concentration of culture industry employment in all Ottawa neighbourhoods. The numbers in the leftmost column of this table correspond to the neighbourhood numbers on the maps shown in the appendix. The 2012 figures have been shown with software industries excluded.

Table 5: Culture Industry Employment, Top Ten Neighbourhoods, 2016

#	Neighbourhood	Employment Locations	Culture Jobs
17	Centretown	154	4,244
74	Byward Market	62	1,862
82	Hunt Club South Industrial	63	895
26	Hintonburg - Mechanicsville	47	485
57	East Industrial	50	420
29	Iris	10	334
46	West Centertown	44	311
23	Glebe – Dow’s Lake	48	307
19	Cityview - Skyline - Fisher Heights	15	282
50	Woodroffe - Lincoln Heights	5	246
	All other neighbourhoods	797	3784

See Appendix 8 for maps showing the concentration of culture industry employment in all Ottawa neighbourhoods. The numbers in the leftmost column of this table correspond to the neighbourhood numbers on the maps shown in the appendix.

Workers in culture occupations, including comparisons to other cities

There is another way to measure the size of the culture sector: the number of people working in culture occupations. There are many people who work in culture occupations, but not in culture industries, and vice versa. For example, if an accountant works for a theatre company, then that accountant is working in a culture industry. However, accounting is not a culture occupation. Conversely, a graphic designer might work in the marketing department at Ford. He/she is working in the auto industry (not considered a culture industry), but graphic design is a culture occupation.

It is also important to note that there are many cases in which culture industries and culture occupations overlap. For example, the curator of an art gallery is in both a culture industry and a culture occupation. Therefore, the sum of the workers in culture industries and workers in culture occupations is likely much greater than the total number of people working in culture.

Figure 1 shows the relationship between culture industries and culture occupations.

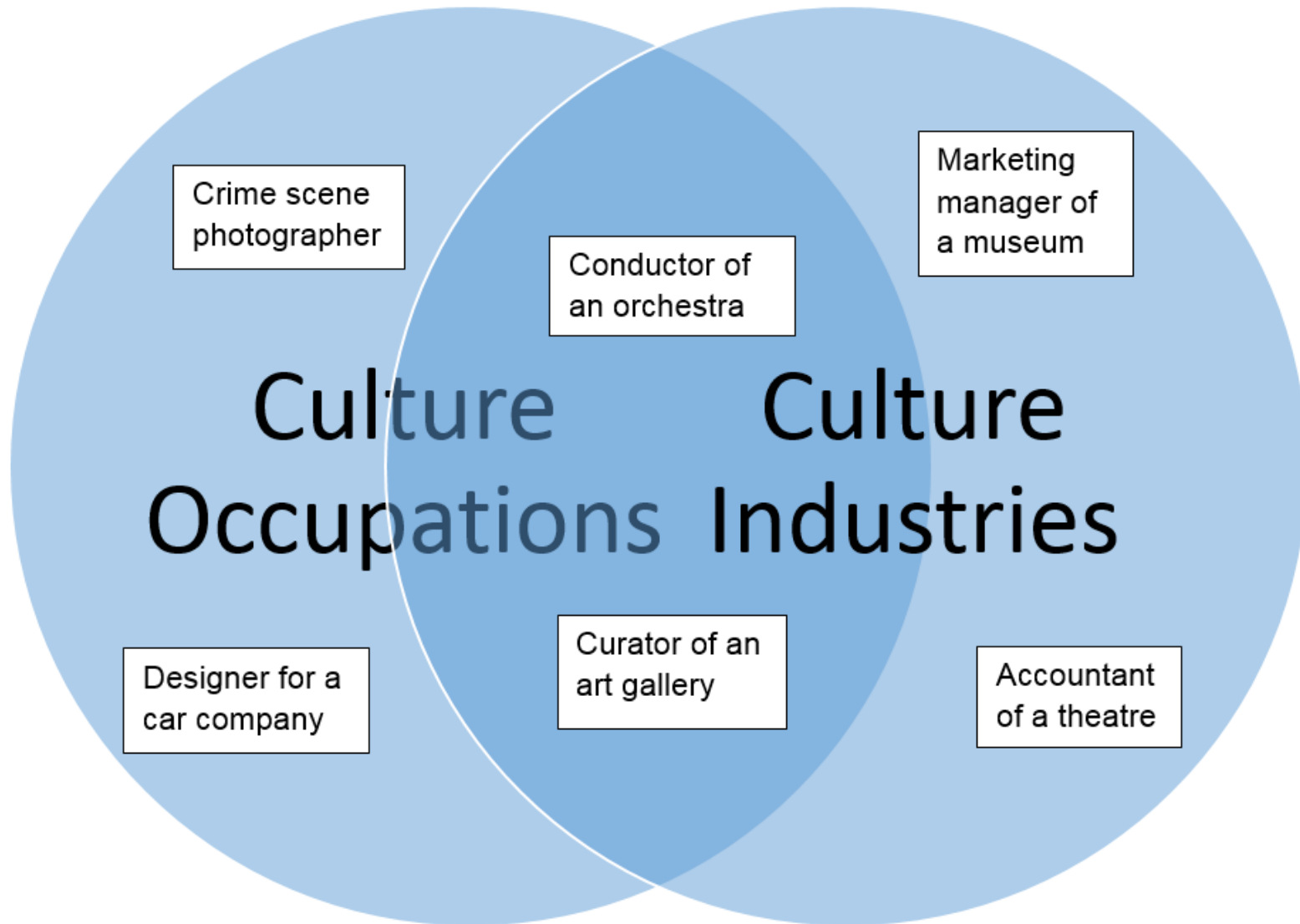


Figure 1: Culture Occupations and Industries

National Occupational Classifications (NOC)⁶ and the Conceptual Framework for Culture Statistics determine which occupations are included in the indicators. Some occupations contain both culture and non-culture components, such as computer programmers and interactive media developers; translators, terminologists, and interpreters; and software engineers and designers. All of the statistics in this section are shown both with and without these occupations included. We have also included separate measures for artist occupations, since these occupations may be different from other culture occupations in terms of pay, stability, and hours of work.⁷

The Census enables us to compare the number of workers in culture occupations in the Ottawa-Gatineau Census Metropolitan Area (CMA) to Canada's other large urban centres (Toronto, Montreal, Vancouver, Calgary, Edmonton, Winnipeg, and Quebec City). The CMA geography aligns more closely with the areas in which Canadians live and work. Many people cross municipal boundaries during their daily commute to and from work. For example, many Ottawa residents work in Gatineau, and vice versa. Similar situations occur in and around the other major cities. Since most OCRG members are located on the Ontario side of the Ottawa-Gatineau CMA, we have included figures for this part of the CMA as a separate item.⁸

Tables 7 - 9 show the number of workers in culture occupations in each CMA in 2006 and 2016.

The number of workers in culture occupations in the Ottawa-Gatineau CMA increased between 2006 and 2016, but at a slower pace than the growth of the overall workforce. The largest cities (Toronto, Montreal, and Vancouver) saw their culture workforce grow faster than the overall workforce during those years. However, when all culture occupations are included, Ottawa-Gatineau still had the largest concentration of workers in culture occupations as of the 2016 Census.

The Census also provides a substantial amount of information about the workers in culture occupations, including their employment income, sex, mother tongue, and the number of immigrants, visible minorities, and First Nations, Inuit, and

⁶ Appendix 5 compares 2006 NOC codes to 2011 NOC codes. Beginning in 2011 the NOC used a different numbering system (no longer included letters). Appendix 6 compares 2011 NOCS to 2016 NOCS. In 2016, there were some changes to the definitions of occupations, a few of which affected culture occupations. For more information on occupational classifications, see [Statistics Canada](#).

⁷ Appendix 4 has a chart showing each of the occupations that are included in these indicators. They are organized by domain according to the Conceptual Framework for Culture Statistics. However, many occupations are in multiple domains, so it is not possible to provide breakdowns of the measures in this section by domain.

⁸ The boundaries of the Ontario side of the Ottawa-Gatineau CMA are slightly larger than the boundaries of the City of Ottawa.

Métis people working in each occupation. The Census only counts each Canadian resident at his or her primary residence to avoid counting the same person multiple times. This means that people who are living in Ottawa temporarily for school, work, to receive health services, etc., but who have a primary or permanent residence elsewhere in Canada, will not be included Ottawa's statistics in this report. This includes cultural workers who have come to Ottawa to work on a project for one of the national cultural institutions, but do not recognize Ottawa as their primary home. In addition, please note that this data comes from the Long Form Census Questionnaire, which goes to one in four private dwellings, but not collective or institutional dwellings.

Both full-time⁹ and part-time¹⁰ workers are included in the tables below. However, the Census asks workers to identify their "primary"¹¹ occupation. Therefore, workers who work part-time in a culture occupation, but identified a non-culture occupation as their primary job, are not included as cultural workers in these measures. This likely results in undercounting the number of workers in culture occupations, especially in sectors such as music in which part-time work is very common.

⁹ Workers employed full-time for the full year.

¹⁰ Workers employed part-time, or employed full-time for only part of the year.

¹¹ The occupation in which the worker spent the most hours working during the Census Reference Week. This is the week (Sunday to Saturday) prior to Census Day.

Table 6: Workers in All Culture Occupations, 2006 and 2016¹²

CMA	Total number of workers (2006)	% of the total labour force (2006)	% of the Canadian culture labour force (2006)	Total number of workers (2016)	% of the total labour force (2016)	% of the Canadian culture labour force (2016)
Canada	797,525	4.73%		902,370	4.94%	
Quebec City	21,915	5.53%	2.75%	24,825	5.76%	2.75%
Montreal	125,890	6.54%	15.79%	145,360	6.83%	16.11%
Ottawa-Gatineau	50,720	8.09%	6.36%	53,070	7.48%	5.88%
O-G (Ontario only)	39,735	8.48%	4.98%	42,460	7.97%	4.71%
Toronto	176,975	6.42%	22.19%	216,660	6.89%	24.01%
Winnipeg	18,190	4.78%	2.28%	18,300	4.39%	2.03%
Calgary	34,225	5.24%	4.29%	37,350	4.67%	4.14%
Edmonton	24,270	4.00%	3.04%	27,295	3.66%	3.02%
Vancouver	74,770	6.50%	9.38%	97,010	7.29%	10.75%

Colour Scale:



¹² “All Culture Occupations” includes every occupation shown in the table in Appendix 4. Some of these occupations contain both culture and non-culture components, such as computer programmers and interactive media developers; translators, terminologists, and interpreters; and software engineers and designers.

Table 7: Workers in Core and Ancillary Culture Occupations, 2006 and 2016¹³

CMA	Total number of workers (2006)	% of the total labour force (2006)	% of the Canadian culture labour force (2006)	Total number of workers (2016)	% of the total labour force (2016)	% of the Canadian culture labour force (2016)
Canada	506,735	3.01%		619,880	3.39%	
Quebec City	13,055	3.30%	2.58%	15,745	3.65%	2.54%
Montreal	77,785	4.04%	15.35%	99,395	4.67%	16.03%
Ottawa-Gatineau	26,415	4.21%	5.21%	29,510	4.16%	4.76%
O-G (Ontario only)	20,535	4.38%	4.05%	23,350	4.38%	3.77%
Toronto	111,210	4.03%	21.95%	149,645	4.76%	24.14%
Winnipeg	11,130	2.92%	2.20%	12,215	2.93%	1.97%
Calgary	20,040	3.07%	3.95%	23,395	2.92%	3.77%
Edmonton	15,390	2.54%	3.04%	18,500	2.48%	2.98%
Vancouver	49,225	4.28%	9.71%	69,095	5.19%	11.15%

Colour Scale:



¹³ “Core and Ancillary Culture Occupations” include occupations in any of the core culture domains (Heritage and Libraries, Live Performance, Written and Published Works, Sound Recording, Visual and Applied Arts, and Audio-Visual and Interactive Media), plus occupations that are in multiple culture domains, as well as occupations in ancillary culture domains, as shown in Appendix 4. It does not include the occupations that contain large non-culture components, such as computer programmers and interactive media developers; translators, terminologists, and interpreters; and software engineers and designers.

Table 8: Workers in Artist Occupations, 2006 and 2016¹⁴

CMA	Total number of workers (2006)	% of the total labour force (2006)	% of the Canadian culture labour force (2006)	Total number of workers (2016)	% of the total labour force (2016)	% of the Canadian culture labour force (2016)
Canada	141,130	0.84%		158,130	0.87%	
Quebec City	2,760	0.70%	1.96%	3,170	0.74%	2.00%
Montreal	20,770	1.08%	14.72%	23,900	1.12%	15.11%
Ottawa-Gatineau	5,835	0.93%	4.13%	6,445	0.91%	4.08%
O-G (Ontario only)	4,815	1.03%	3.41%	5,390	1.01%	3.41%
Toronto	31,695	1.15%	22.46%	38,115	1.21%	24.10%
Winnipeg	3,065	0.81%	2.17%	3,410	0.82%	2.16%
Calgary	5,415	0.83%	3.84%	5,670	0.71%	3.59%
Edmonton	4,010	0.66%	2.84%	4,500	0.60%	2.85%
Vancouver	16,145	1.40%	11.44%	18,385	1.38%	11.63%

Colour Scale:



¹⁴ “Artist Occupations” include: producers, directors, choreographers and related occupations; conductors, composers, and arrangers; musicians and singers; dancers; actors and comedians; painters, sculptors, and other visual artists; artisans and craftspersons; authors and writers; and other performers.

Culture workforce diversity

The Census provides a lot of demographic information about workers in each occupation. This means that we can examine whether culture occupations are inclusive of females,¹⁵ immigrants,¹⁶ recent immigrants,¹⁷ linguistic minorities,¹⁸ visible minorities,¹⁹ and Indigenous Peoples²⁰. We have produced these measures for core and ancillary culture occupations and for all culture occupations, for the eight largest CMAs. The results are in Tables 10 – 27.

These figures enable us to:

1. Compare the diversity of culture occupations in Ottawa to the diversity of the overall workforce;
2. Compare the diversity of Ottawa's culture workforce to that of the other major Canadian cities, and to the national averages when available;
3. See if there were any significant changes in these measures between 2006 and 2016.

¹⁵ Ideally, we would like to have reported on gender balance in the culture workforce. Unfortunately, the Census does not ask about gender. These statistics are drawn from the Census question about sex.

¹⁶ The share of the workforce who indicated that they were born outside of Canada and immigrated to Canada at any point in the past.

¹⁷ The share of the workforce who indicated that they were born outside of Canada and immigrated to Canada in the previous five years before the census.

¹⁸ The share of the workforce who indicated that their mother tongue was a language other than the most common mother tongue in the CMA in which they reside. In the eight CMAs in this study, French was the most common mother tongue in Montreal and Quebec City, while English was the most common mother tongue in each of the other CMAs. Therefore, linguistic minorities, for the purposes of this study, are residents of Montreal or Quebec City CMAs whose mother tongue is any language other than French; or a resident of any of Toronto, Vancouver, Calgary, Ottawa-Gatineau, Edmonton, or Winnipeg CMAs whose mother tongue is any language other than English. For the purposes of the Census, "mother tongue" is the first language that a person learned that they still speak. If a person is no longer able to speak the first language that they learned, then their mother tongue is the next language that they learned. If a person learned multiple languages at the same time, then they are to identify the language spoken more often in their early years as their mother tongue, and only to select multiple mother tongues if they spoke both languages an equal amount of time.

¹⁹ The share of the workforce who identified as a visible minority. Statistics Canada defines visible minorities as those who are not Caucasian or have any Aboriginal identity.

²⁰ The share of the workforce who identified as any Aboriginal identity, including First Nations, Inuit, and Métis.

It is important to remember that these figures only show the extent to which females, immigrants, recent immigrants, linguistic minorities, and First Nations, Inuit, and Métis people are identifying a culture occupation as their primary occupation. They do not tell us the extent to which these communities feel included in the workforce. In addition, there can be significant differences within demographics (e.g. differences between different visible minorities, differences between different Indigenous Peoples, etc.), but a deeper analysis is not always possible due to small sample sizes.

According to the 2016 Census, there was a higher concentration of females in core and ancillary culture occupations than in the overall workforce in each of the eight CMAs. However, this was not the case for all culture occupations in most of the CMAs, including Ottawa-Gatineau.²¹

Toronto and Vancouver CMAs have the highest concentrations of immigrants in culture occupations, but these regions have the highest concentrations of immigrants overall. Ottawa-Gatineau had the highest relative concentration of immigrants in all culture occupations in 2006, but this was no longer the case in 2016. Ottawa-Gatineau was the only CMA in this study to have a decrease in the number of immigrants in artist occupations between 2006 and 2016. However, there was a substantial increase in the number of recent immigrant artists in Ottawa-Gatineau in the 2016 Census compared to the 2006 Census, though the number is still quite small. Quebec City CMA generally had very low diversity compared to the other CMAs across all demographics in this study in 2006, but this region experienced the largest increase in immigrant, visible minority, and linguistic minority workforce participation by 2016.²²

Ottawa-Gatineau had the highest concentration of linguistic minorities in all three categories (all culture occupations, core and ancillary culture occupations, artist occupations) in 2016. However, this is not the case when the Quebec side of the CMA is excluded. As well, in all three categories the concentration of linguistic minorities is smaller than the concentration of this demographic in the overall workforce in Ottawa-Gatineau. The Ottawa-Gatineau CMA was the only CMA in this study to experience a decline in the number of linguistic minorities in all culture occupations between 2006 and 2016.²³

Ottawa-Gatineau was the only CMA in this study in which the concentration of visible minorities in all culture occupations was higher than in the overall workforce in 2016. However, the relative concentration of visible minorities in all culture

²¹ Tables 10 – 12

²² Tables 13 – 18

²³ Tables 19 – 21

occupations in Ottawa-Gatineau was down in 2016 compared to 2006. As well, Ottawa-Gatineau had the smallest increase in visible minorities in all culture occupations between 2006 and 2016.²⁴

Ottawa-Gatineau had the highest growth rate of Indigenous people in culture occupations of any of the CMAs in this study between 2006 and 2016. This included a substantial increase in Indigenous people in artist occupations, particularly on the Ontario side of the CMA. However, the concentration of Indigenous people in all three categories of cultural workers is still lower than the concentration of Indigenous people in the overall workforce in Ottawa-Gatineau.²⁵

²⁴ Tables 22 – 24

²⁵ Tables 25 – 27

Table 9: Females in Culture Occupations, 2006

CMA	All Culture Occupations (%)	Ratio ²⁶	Core + Ancillary Culture Occupations (%)	Ratio ²⁷	Artist Occupations (%)	Ratio ²⁸	Total Workforce
Canada	45.06%	0.95	50.96%	1.08	52.05%	1.10	47.31%
Quebec	43.99%	0.91	50.40%	1.04	47.28%	0.98	48.30%
Montreal	43.92%	0.92	49.71%	1.04	44.66%	0.94	47.71%
Ottawa-Gatineau	45.48%	0.93	54.82%	1.13	58.44%	1.20	48.66%
O-G (Ontario only)	43.92%	0.90	54.88%	1.13	59.09%	1.22	48.63%
Toronto	41.94%	0.88	48.15%	1.01	48.62%	1.02	47.80%
Winnipeg	45.49%	0.94	50.27%	1.04	54.00%	1.12	48.29%
Calgary	45.26%	0.97	53.79%	1.16	59.65%	1.28	46.46%
Edmonton	49.20%	1.05	55.13%	1.18	58.85%	1.26	46.64%
Vancouver	40.26%	0.84	46.64%	0.98	49.46%	1.04	47.77%

Colour Scale:



²⁶ The concentration of females in all culture occupations divided by the concentration of females in all occupations.

²⁷ The concentration of females in core and ancillary culture occupations divided by the concentration of females in all occupations.

²⁸ The concentration of females in artist occupations divided by the concentration of females in all occupations.

Table 10: Females in Culture Occupations, 2016

CMA	All Culture Occupations (%)	Ratio²⁹	Core + Ancillary Culture Occupations (%)	Ratio³⁰	Artist Occupations (%)	Ratio³¹	Total Workforce (%)
Canada	45.76%	0.96	52.83%	1.10	52.15%	1.09	47.81%
Quebec	42.62%	0.88	51.03%	1.05	47.48%	0.98	48.41%
Montreal	44.15%	0.91	50.66%	1.05	47.32%	0.98	48.29%
Ottawa-Gatineau	44.50%	0.91	55.71%	1.14	55.62%	1.13	49.01%
O-G (Ontario only)	43.21%	0.88	55.80%	1.14	55.29%	1.13	49.03%
Toronto	43.60%	0.90	50.83%	1.05	49.35%	1.02	48.21%
Winnipeg	44.89%	0.93	53.01%	1.10	53.37%	1.11	48.19%
Calgary	47.63%	1.02	57.23%	1.23	57.50%	1.23	46.65%
Edmonton	50.14%	1.08	57.11%	1.23	56.44%	1.21	46.49%
Vancouver	41.95%	0.87	48.55%	1.01	49.55%	1.03	48.01%

Colour Scale:



²⁹ The concentration of females in all culture occupations divided by the concentration of females in all occupations.

³⁰ The concentration of females in core and ancillary culture occupations divided by the concentration of females in all occupations.

³¹ The concentration of females in artist occupations divided by the concentration of females in all occupations.

Table 11: Growth in the Number of Females in Culture Occupations, 2006-2016

CMA	All culture occupations (%Change)	Ratio ³²	Core + Ancillary Culture Occupations (%Change)	Ratio ³³	Artist occupations (%Change)	Ratio ³⁴	Total workforce (%Change)
Canada	14.90%	1.57	26.82%	2.82	12.27%	1.29	9.50%
Quebec City	9.75%	1.07	22.11%	2.43	15.33%	1.69	9.08%
Montreal	16.09%	1.35	30.22%	2.54	21.94%	1.84	11.92%
Ottawa-Gatineau	2.38%	0.17	13.54%	0.97	5.13%	0.37	14.01%
O-G (Ontario only)	5.13%	0.35	15.62%	1.06	4.75%	0.32	14.69%
Toronto	27.29%	1.83	42.07%	2.81	22.06%	1.48	14.95%
Winnipeg	-0.73%	-0.08	15.73%	1.72	9.97%	1.09	9.17%
Calgary	14.85%	0.65	24.21%	1.06	0.93%	0.04	22.93%
Edmonton	14.61%	0.65	24.51%	1.09	7.63%	0.34	22.48%
Vancouver	35.18%	2.17	46.10%	2.84	14.09%	0.87	16.23%

Colour Scale:



³² The growth rate of the number of females in all culture occupations divided by the growth rate of the number of females in all occupations.

³³ The growth rate of the number of females in core and ancillary culture occupations divided by the growth rate of the number of females in all occupations.

³⁴ The growth rate of the number of females in artist occupations divided by the growth rate of the number of females in all occupations.

Table 12: Immigrants in Culture Occupations, 2006

CMA	All Culture Occupations (%)	Ratio ³⁵	Core + Ancillary Culture Occupations (%)	Ratio ³⁶	Artist Occupations (%)	Ratio ³⁷	Total Workforce (%)
Canada	24.02%	1.14	19.71%	0.94	20.88%	0.99	21.04%
Quebec City	4.43%	1.21	4.14%	1.13	5.99%	1.63	3.67%
Montreal	19.63%	0.93	16.70%	0.79	17.26%	0.82	21.07%
Ottawa-Gatineau	23.30%	1.22	16.03%	0.84	20.29%	1.06	19.07%
O-G (Ontario only)	27.02%	1.20	17.85%	0.79	21.83%	0.97	22.58%
Toronto	43.90%	0.87	34.24%	0.68	31.74%	0.63	50.26%
Winnipeg	17.28%	0.91	14.23%	0.75	13.38%	0.70	18.98%
Calgary	25.11%	0.99	18.63%	0.74	19.02%	0.75	25.24%
Edmonton	19.72%	1.01	16.23%	0.83	15.48%	0.79	19.62%
Vancouver	37.23%	0.89	31.49%	0.76	30.95%	0.74	41.61%

Colour Scale:



³⁵ The concentration of immigrants in all culture occupations divided by the concentration of immigrants in all occupations.

³⁶ The concentration of immigrants in core and ancillary culture occupations divided by the concentration of immigrants in all occupations.

³⁷ The concentration of immigrants in artist occupations divided by the concentration of immigrants in all occupations.

Table 13: Immigrants in Culture Occupations, 2016

CMA	All Culture Occupations (%)	Ratio ³⁸	Core + Ancillary Culture Occupations (%)	Ratio ³⁹	Artist Occupations (%)	Ratio ⁴⁰	Total Workforce (%)
Canada	25.34%	1.07	20.28%	0.86	20.52%	0.87	23.66%
Quebec City	7.67%	1.17	5.74%	0.88	7.24%	1.11	6.53%
Montreal	22.63%	0.91	18.76%	0.75	17.78%	0.71	24.98%
Ottawa-Gatineau	23.98%	1.13	16.29%	0.77	17.77%	0.84	21.22%
O-G (Ontario only)	26.84%	1.12	17.80%	0.74	18.92%	0.79	23.93%
Toronto	41.16%	0.82	31.96%	0.64	29.31%	0.58	50.17%
Winnipeg	18.80%	0.72	13.56%	0.52	13.24%	0.50	26.26%
Calgary	27.87%	0.86	20.65%	0.64	21.69%	0.67	32.30%
Edmonton	20.40%	0.78	15.24%	0.58	14.24%	0.55	26.12%
Vancouver	37.66%	0.87	31.27%	0.73	31.90%	0.74	43.08%

Colour Scale:



³⁸ The concentration of immigrants in all culture occupations divided by the concentration of immigrants in all occupations.

³⁹ The concentration of immigrants in core and ancillary culture occupations divided by the concentration of immigrants in all occupations.

⁴⁰ The concentration of immigrants in artist occupations divided by the concentration of immigrants in all occupations.

Table 14: Growth in the Number of Immigrants in Culture Occupations, 2006-2016

CMA	All culture occupations (%Change)	Ratio ⁴¹	Core + Ancillary Culture Occupations (%Change)	Ratio ⁴²	Artist occupations (%Change)	Ratio ⁴³	Total workforce (%Change)
Canada	19.35%	0.89	25.86%	1.18	10.09%	0.46	21.86%
Quebec City	96.39%	1.03	67.59%	0.72	39.39%	0.42	93.74%
Montreal	33.10%	1.06	43.59%	1.40	18.55%	0.60	31.09%
Ottawa-Gatineau	7.71%	0.30	13.59%	0.52	-3.38%	-0.13	25.97%
O-G (Ontario only)	6.19%	0.30	13.51%	0.66	-2.86%	-0.14	20.58%
Toronto	14.79%	1.08	25.58%	1.86	11.09%	0.81	13.75%
Winnipeg	9.38%	0.18	4.42%	0.09	9.76%	0.19	51.32%
Calgary	21.12%	0.37	29.45%	0.52	19.42%	0.34	56.69%
Edmonton	16.20%	0.25	12.83%	0.20	3.23%	0.05	63.61%
Vancouver	31.24%	1.58	39.39%	2.00	17.30%	0.88	19.72%

Colour Scale:



⁴¹ The growth rate of the number of immigrants in all culture occupations divided by the growth rate of the number of immigrants in all occupations.

⁴² The growth rate of the number of immigrants in core and ancillary culture occupations divided by the growth rate of the number of immigrants in all occupations.

⁴³ The growth rate of the number of immigrants in artist occupations divided by the growth rate of the number of immigrants in all occupations.

Table 15: Recent Immigrants in Culture Occupations, 2006

CMA	All Culture Occupations (%)	Ratio ⁴⁴	Core + Ancillary Culture Occupations (%)	Ratio ⁴⁵	Artist Occupations (%)	Ratio ⁴⁶	Total Workforce (%)
Canada	4.13%	1.23	2.92%	0.87	2.80%	0.84	3.35%
Quebec City	0.96%	1.02	0.73%	0.78	1.09%	1.16	0.94%
Montreal	4.78%	1.16	3.89%	0.94	3.83%	0.93	4.13%
Ottawa-Gatineau	2.57%	0.96	1.29%	0.48	1.20%	0.45	2.67%
O-G (Ontario only)	2.64%	0.87	1.05%	0.35	1.14%	0.38	3.02%
Toronto	7.32%	0.87	4.87%	0.58	4.47%	0.53	8.44%
Winnipeg	3.19%	0.93	1.80%	0.53	0.49%	0.14	3.42%
Calgary	5.57%	1.08	3.34%	0.65	2.49%	0.48	5.14%
Edmonton	3.09%	1.02	2.34%	0.77	1.37%	0.45	3.03%
Vancouver	6.47%	0.97	4.55%	0.69	3.87%	0.58	6.64%

Colour Scale:



⁴⁴ The concentration of recent immigrants in all culture occupations divided by the concentration of recent immigrants in all occupations.

⁴⁵ The concentration of recent immigrants in core and ancillary culture occupations divided by the concentration of recent immigrants in all occupations.

⁴⁶ The concentration of recent immigrants in artist occupations divided by the concentration of recent immigrants in all occupations.

Table 16: Recent Immigrants in Culture Occupations, 2016

CMA	All Culture Occupations (%)	Ratio ⁴⁷	Core + Ancillary Culture Occupations (%)	Ratio ⁴⁸	Artist Occupations (%)	Ratio ⁴⁹	Total Workforce (%)
Canada	3.99%	1.15	2.95%	0.85	2.36%	0.68	3.48%
Quebec City	2.68%	1.58	1.62%	0.95	2.05%	1.21	1.70%
Montreal	5.07%	1.21	4.06%	0.97	3.05%	0.73	4.18%
Ottawa-Gatineau	2.69%	1.10	1.83%	0.75	3.03%	1.24	2.44%
O-G (Ontario only)	2.98%	1.16	2.01%	0.78	3.15%	1.22	2.58%
Toronto	5.45%	0.96	3.78%	0.67	3.00%	0.53	5.65%
Winnipeg	5.00%	0.71	2.79%	0.40	2.06%	0.29	7.06%
Calgary	4.62%	0.68	3.16%	0.47	2.65%	0.39	6.77%
Edmonton	3.43%	0.55	2.22%	0.36	1.45%	0.23	6.21%
Vancouver	6.49%	1.12	5.38%	0.93	4.00%	0.69	5.81%

Colour Scale:



⁴⁷ The concentration of recent immigrants in all culture occupations divided by the concentration of recent immigrants in all occupations.

⁴⁸ The concentration of recent immigrants in core and ancillary culture occupations divided by the concentration of recent immigrants in all occupations.

⁴⁹ The concentration of recent immigrants in artist occupations divided by the concentration of recent immigrants in all occupations.

Table 17: Growth in the Number of Recent Immigrants in Culture Occupations, 2006-2016

CMA	All Culture Occupations (%Change)	Ratio ⁵⁰	Core + Ancillary Culture Occupations (%Change)	Ratio ⁵¹	Artist Occupations (%Change)	Ratio ⁵²	Total Workforce (%Change)
Canada	9.37%	0.74	23.57%	1.86	-5.32%	-0.42	12.65%
Quebec City	216.67%	2.23	168.42%	1.73	116.67%	1.20	97.17%
Montreal	22.43%	1.85	33.55%	2.77	-8.18%	-0.67	12.11%
Ottawa-Gatineau	9.62%	2.63	58.82%	16.11	178.57%	48.92	3.65%
O-G (Ontario only)	20.48%	N/A	118.60%	N/A	209.09%	N/A	-2.97%
Toronto	-8.84%	0.37	4.24%	N/A	-19.08%	0.80	-23.73%
Winnipeg	57.76%	0.46	70.00%	0.56	366.67%	2.92	125.72%
Calgary	-9.45%	-0.15	10.45%	0.17	11.11%	0.18	61.37%
Edmonton	24.67%	0.16	13.89%	0.09	18.18%	0.12	151.80%
Vancouver	30.20%	27.63	66.07%	60.46	17.60%	16.11	1.09%

Colour Scale:



⁵⁰ The growth rate of the number of recent immigrants in all culture occupations divided by the growth rate of the number of recent immigrants in all occupations.

⁵¹ The growth rate of the number of recent immigrants in core and ancillary culture occupations divided by the growth rate of the number of recent immigrants in all occupations.

⁵² The growth rate of the number of recent immigrants in artist occupations divided by the growth rate of the number of recent immigrants in all occupations.

Table 18: Linguistic Minorities in Culture Occupations, 2006

CMA	All Culture Occupations (%)	Ratio ⁵³	Core + Ancillary Culture Occupations (%)	Ratio ⁵⁴	Artist Occupations (%)	Ratio ⁵⁵	Total Workforce (%)
Quebec City	4.84%	1.25	4.10%	1.06	6.00%	1.55	3.86%
Montreal	29.43%	0.93	28.25%	0.90	32.79%	1.04	31.52%
Ottawa-Gatineau	48.06%	0.98	40.50%	0.83	32.34%	0.66	48.88%
O-G (Ontario only)	37.96%	1.05	28.94%	0.80	23.62%	0.65	36.26%
Toronto	39.52%	0.90	30.31%	0.69	26.33%	0.60	44.06%
Winnipeg	23.14%	0.96	20.01%	0.83	22.11%	0.92	24.10%
Calgary	23.12%	0.97	16.72%	0.70	15.63%	0.66	23.78%
Edmonton	20.61%	0.97	17.76%	0.84	17.35%	0.82	21.19%
Vancouver	34.23%	0.86	27.64%	0.70	26.00%	0.66	39.58%

Colour Scale:



⁵³ The concentration of linguistic minorities in all culture occupations divided by the concentration of linguistic minorities in all occupations.

⁵⁴ The concentration of linguistic minorities in core and ancillary culture occupations divided by the concentration of linguistic minorities in all occupations.

⁵⁵ The concentration of linguistic minorities in artist occupations divided by the concentration of linguistic minorities in all occupations.

Table 19: Linguistic Minorities in Culture Occupations, 2016

CMA	All Culture Occupations (%)	Ratio ⁵⁶	Core + Ancillary Culture Occupations (%)	Ratio ⁵⁷	Artist Occupations (%)	Ratio ⁵⁸	Total Workforce (%)
Quebec City	7.28%	1.32	5.36%	0.97	8.03%	1.45	5.52%
Montreal	31.60%	0.92	29.14%	0.85	31.75%	0.93	34.17%
Ottawa-Gatineau	45.65%	0.94	39.03%	0.80	31.81%	0.66	48.53%
O-G (Ontario only)	36.89%	1.02	28.78%	0.79	24.58%	0.68	36.34%
Toronto	39.07%	0.87	30.37%	0.68	26.40%	0.59	44.75%
Winnipeg	23.37%	0.82	18.60%	0.65	18.97%	0.66	28.57%
Calgary	25.09%	0.84	17.94%	0.60	18.96%	0.63	29.96%
Edmonton	21.99%	0.83	17.08%	0.64	17.02%	0.64	26.53%
Vancouver	36.19%	0.86	29.64%	0.70	27.36%	0.65	42.23%

Colour Scale:



⁵⁶ The concentration of linguistic minorities in all culture occupations divided by the concentration of linguistic minorities in all occupations.

⁵⁷ The concentration of linguistic minorities in core and ancillary culture occupations divided by the concentration of linguistic minorities in all occupations.

⁵⁸ The concentration of linguistic minorities in artist occupations divided by the concentration of linguistic minorities in all occupations.

Table 20: Growth in the Number of Linguistic Minorities in Culture Occupations, 2006-2016

CMA	All Culture Occupations (%Change)	Ratio ⁵⁹	Core + Ancillary Culture Occupations (%Change)	Ratio ⁶⁰	Artist Occupations (%Change)	Ratio ⁶¹	Total Workforce (%Change)
Quebec City	70.75%	1.27	57.94%	1.04	54.55%	0.98	55.57%
Montreal	23.98%	1.21	31.84%	1.60	11.45%	0.58	19.85%
Ottawa-Gatineau	-0.66%	-0.05	7.62%	0.62	8.47%	0.68	12.38%
O-G (Ontario only)	3.98%	0.28	13.22%	0.94	16.74%	1.20	14.00%
Toronto	21.02%	1.33	34.83%	2.21	20.62%	1.31	15.77%
Winnipeg	1.54%	0.05	1.79%	0.06	-5.15%	-0.17	29.67%
Calgary	18.46%	0.34	25.37%	0.47	27.22%	0.50	54.25%
Edmonton	19.90%	0.37	15.57%	0.29	10.07%	0.19	53.89%
Vancouver	37.10%	1.59	50.39%	2.15	19.76%	0.85	23.38%

Colour Scale:



⁵⁹ The growth rate of the number of linguistic minorities in all culture occupations divided by the growth rate of the number of linguistic minorities in all occupations.

⁶⁰ The growth rate of the number of linguistic minorities in core and ancillary culture occupations divided by the growth rate of the number of linguistic minorities in all occupations.

⁶¹ The growth rate of the number of linguistic minorities in artist occupations divided by the growth rate of the number of linguistic minorities in all occupations.

Table 21: Visible Minorities in Culture Occupations, 2006

CMA	All Culture Occupations (%)	Ratio ⁶²	Core + Ancillary Culture Occupations (%)	Ratio ⁶³	Artist Occupations (%)	Ratio ⁶⁴	Total Workforce (%)
Canada	16.10%	1.06	11.94%	0.79	11.12%	0.73	15.16%
Quebec City	1.85%	1.03	1.49%	0.83	1.09%	0.61	1.79%
Montreal	11.33%	0.79	9.00%	0.63	8.71%	0.60	14.40%
Ottawa-Gatineau	15.86%	1.13	8.98%	0.64	8.21%	0.58	14.05%
O-G (Ontario only)	18.92%	1.11	10.55%	0.62	9.38%	0.55	17.04%
Toronto	32.97%	0.82	24.56%	0.61	21.02%	0.52	40.28%
Winnipeg	12.66%	0.86	9.37%	0.64	9.28%	0.63	14.66%
Calgary	18.25%	0.90	11.62%	0.58	9.80%	0.49	20.18%
Edmonton	14.89%	0.94	11.41%	0.72	8.99%	0.57	15.82%
Vancouver	30.73%	0.81	24.62%	0.65	22.14%	0.58	38.06%

Colour Scale:



⁶² The concentration of visible minorities in all culture occupations divided by the concentration of visible minorities in all occupations.

⁶³ The concentration of visible minorities in core and ancillary culture occupations divided by the concentration of visible minorities in all occupations.

⁶⁴ The concentration of visible minorities in artist occupations divided by the concentration of visible minorities in all occupations.

Table 22: Visible Minorities in Culture Occupations, 2016

CMA	All Culture Occupations (%)	Ratio ⁶⁵	Core + Ancillary Culture Occupations (%)	Ratio ⁶⁶	Artist Occupations (%)	Ratio ⁶⁷	Total Workforce (%)
Canada	21.27%	1.00	16.71%	0.78	14.72%	0.69	21.33%
Quebec City	4.19%	0.93	2.66%	0.59	2.36%	0.53	4.49%
Montreal	15.28%	0.75	12.32%	0.60	10.81%	0.53	20.50%
Ottawa-Gatineau	20.24%	1.03	13.76%	0.70	13.50%	0.69	19.56%
O-G (Ontario only)	22.88%	1.02	15.04%	0.67	14.47%	0.64	22.45%
Toronto	38.80%	0.80	30.85%	0.63	25.61%	0.53	48.64%
Winnipeg	18.04%	0.71	13.03%	0.51	11.47%	0.45	25.41%
Calgary	25.33%	0.81	17.81%	0.57	16.93%	0.54	31.17%
Edmonton	20.23%	0.76	15.24%	0.57	12.90%	0.49	26.57%
Vancouver	36.22%	0.79	30.43%	0.66	28.42%	0.62	45.80%

Colour Scale:



⁶⁵ The concentration of visible minorities in all culture occupations divided by the concentration of visible minorities in all occupations.

⁶⁶ The concentration of visible minorities in core and ancillary culture occupations divided by the concentration of visible minorities in all occupations.

⁶⁷ The concentration of visible minorities in artist occupations divided by the concentration of visible minorities in all occupations.

Table 23: Growth in the Number of Visible Minorities in Culture Occupations, 2006-2016

CMA	All Culture Occupations (%Change)	Ratio ⁶⁸	Core + Ancillary Culture Occupations (%Change)	Ratio ⁶⁹	Artist Occupations (%Change)	Ratio ⁷⁰	Total Workforce (%Change)
Canada	49.45%	0.94	71.15%	1.36	48.31%	0.92	52.44%
Quebec City	156.79%	0.90	115.38%	0.67	150.00%	0.87	173.27%
Montreal	55.73%	0.97	75.00%	1.31	42.82%	0.75	57.39%
Ottawa-Gatineau	33.50%	0.58	70.95%	1.23	81.25%	1.41	57.59%
O-G (Ontario only)	29.26%	0.59	62.36%	1.25	73.33%	1.47	49.86%
Toronto	44.07%	1.17	69.02%	1.83	46.55%	1.24	37.63%
Winnipeg	43.17%	0.48	52.15%	0.58	36.84%	0.41	89.63%
Calgary	51.36%	0.58	78.97%	0.89	81.13%	0.91	89.12%
Edmonton	52.56%	0.49	60.40%	0.57	61.11%	0.57	106.38%
Vancouver	52.89%	1.35	73.47%	1.88	46.15%	1.18	39.17%

Colour Scale:



⁶⁸ The growth rate of the number of visible minorities in all culture occupations divided by the growth rate of the number of visible minorities in all occupations.

⁶⁹ The growth rate of the number of visible minorities in core and ancillary culture occupations divided by the growth rate of the number of visible minorities in all occupations.

⁷⁰ The growth rate of the number of visible minorities in artist occupations divided by the growth rate of the number of visible minorities in all occupations.

Table 24: Indigenous People in Culture Occupations, 2006

CMA	All Culture Occupations (%)	Ratio⁷¹	Core + Ancillary Culture Occupations (%)	Ratio⁷²	Artist Occupations (%)	Ratio⁷³	Total Workforce (%)
Quebec City	0.64%	1.19	0.57%	1.06	1.09%	2.02	0.54%
Montreal	0.56%	1.17	0.60%	1.25	1.01%	2.10	0.48%
Ottawa-Gatineau	1.28%	0.69	1.31%	0.71	1.03%	0.56	1.85%
O-G (Ontario only)	1.03%	0.67	1.07%	0.69	0.31%	0.20	1.54%
Toronto	0.52%	1.02	0.61%	1.20	0.62%	1.22	0.51%
Winnipeg	5.92%	0.75	6.04%	0.76	7.68%	0.97	7.91%
Calgary	1.53%	0.67	1.84%	0.81	1.66%	0.73	2.27%
Edmonton	2.41%	0.58	2.40%	0.58	1.63%	0.39	4.16%
Vancouver	1.40%	0.81	1.70%	0.98	2.26%	1.31	1.73%

Colour Scale:



⁷¹ The concentration of Indigenous people in all culture occupations divided by the concentration of Indigenous people in all occupations.

⁷² The concentration of Indigenous people in core and ancillary culture occupations divided by the concentration of Indigenous people in all occupations.

⁷³ The concentration of Indigenous people in artist occupations divided by the concentration of Indigenous people in all occupations.

Table 25: Indigenous People in Culture Occupations, 2016

CMA	All Culture Occupations (%)	Ratio⁷⁴	Core + Ancillary Culture Occupations (%)	Ratio⁷⁵	Artist Occupations (%)	Ratio⁷⁶	Total Workforce (%)
Canada	2.41%	0.61	2.66%	0.68	3.14%	0.80	3.92%
Quebec City	0.77%	0.53	0.70%	0.48	1.42%	0.98	1.45%
Montreal	0.80%	0.95	0.92%	1.10	1.15%	1.37	0.84%
Ottawa-Gatineau	2.32%	0.81	2.69%	0.93	2.64%	0.92	2.88%
O-G (Ontario only)	1.87%	0.75	2.20%	0.88	1.85%	0.74	2.51%
Toronto	0.76%	1.00	0.91%	1.20	1.26%	1.66	0.76%
Winnipeg	7.74%	0.81	8.69%	0.91	9.12%	0.95	9.56%
Calgary	2.48%	0.91	2.65%	0.97	2.65%	0.97	2.73%
Edmonton	3.61%	0.74	3.92%	0.81	4.35%	0.90	4.85%
Vancouver	1.84%	0.79	2.11%	0.91	2.94%	1.27	2.32%

Colour Scale:



⁷⁴ The concentration of Indigenous people in all culture occupations divided by the concentration of Indigenous people in all occupations.

⁷⁵ The concentration of Indigenous people in core and ancillary culture occupations divided by the concentration of Indigenous people in all occupations.

⁷⁶ The concentration of Indigenous people in artist occupations divided by the concentration of Indigenous people in all occupations.

Table 26: Growth in the Number of Indigenous People in Culture Occupations, 2006-2016

CMA	All culture occupations (%Change)	Ratio ⁷⁷	Core + Ancillary Culture Occupations (%Change)	Ratio ⁷⁸	Artist occupations (%Change)	Ratio ⁷⁹	Total workforce (%Change)
Quebec City	35.71%	0.19	46.67%	0.24	50.00%	0.26	192.29%
Montreal	64.79%	0.70	96.77%	1.05	30.95%	0.33	92.56%
Ottawa-Gatineau	89.23%	1.18	130.43%	1.72	183.33%	2.42	75.88%
O-G (Ontario only)	93.90%	1.10	134.09%	1.57	566.67%	6.63	85.49%
Toronto	78.92%	1.13	100.74%	1.45	146.15%	2.10	69.55%
Winnipeg	31.63%	0.98	58.21%	1.80	31.91%	0.99	32.30%
Calgary	76.19%	1.62	67.57%	1.44	66.67%	1.42	46.97%
Edmonton	68.38%	1.58	95.95%	2.22	200.00%	4.62	43.29%
Vancouver	70.33%	1.27	74.25%	1.34	47.95%	0.87	55.21%

Colour Scale:



⁷⁷ The growth rate of the number of Indigenous people in all culture occupations divided by the growth rate of the number of Indigenous people in all occupations.

⁷⁸ The growth rate of the number of Indigenous people in core and ancillary culture occupations divided by the growth rate of the number of Indigenous people in all occupations.

⁷⁹ The growth rate of the number of Indigenous people in artist occupations divided by the growth rate of the number of Indigenous people in all occupations.