

Book Reviews/Comptes rendus

GRACE-EDWARD GALABUZI, *Canada's Economic Apartheid: The Social Exclusion of Racialized Groups in the New Century*. Toronto: Canadian Scholars' Press, 2006, xxi + 276 p., index.

As evidenced by the mounting attention paid to racialized violence in Toronto and new efforts by the Toronto District School Board to address the isolation of the Black community in particular, Galabuzi's comprehensive examination and indictment of increasing racial inequality in Canada could not be more timely. This text offers an impressive and systematic overview of how racialized groups in Canada have been categorically marginalized through governmental policy, employer practices, and a desire by many Canadians to believe in a myth of Canada as a haven for multiculturalism while concurrently perpetuating the image of the prototypical Canadian identity as a European-Canadian one.

Galabuzi takes aim at Canada's history of racism by debunking the myth that Canada is free of the kinds of racist policies commonly considered to be a problem unique to our North American neighbor to the south. Rather, many of the problems encountered there have a historical presence here, as well, such as a Canadian history of slavery, head taxes on Chinese immigrants, and the more openly acknowledged exploitation of Aboriginal peoples. This history of marginalizing racialized groups to build Canada's imagined identity as one of rugged Europeans conquering the Canadian landscape has laid the foundation for the less blatant forms of racism that are marginalizing and excluding racialized communities today.

Historically, racialized groups were overtly denied access to Canada through immigration policy, but because Citizenship and Immigration Canada has shifted its entry requirements to a skills based policy, there has been an explosion in non-European immigration to Canada over the last 30 years. Additionally, because of the increasing entry of immigrants in the skilled worker class, most racialized entrants to Canada's labour market come highly educated and skilled. However, despite their ability to enter the country, due to a lack of assistance when they arrive and to employer practices, they end up in precarious employment where they are paid less, have less stability and have few of the benefits of a profession (e.g., autonomy, upward mobility, high job satisfaction and commitment). Galabuzi argues that this is a result of employers relying on social ties and word-of-mouth hiring practices and requiring Canadian job experience. This has a racist effect by reproducing the existing labour force and leaving little room for newcomers to enter the market. This is further compounded

by the professions not acknowledging foreign credentials thereby hoarding opportunities to the exclusion of foreign trained professionals. The media's favorite generic example of this is the foreign trained physician turned city cab driver, who either could not get licensed to practice medicine because she was trained overseas or who could not find a job because she has no Canadian work experience.

Galabuzi aptly takes on the neoclassical economics school of "human capital" theory to demonstrate that racial income inequality in Canada is not simply a product of lower educational and skills attainment among racialized Canadians and immigrants. Utilizing multiple Statistics Canada datasets, he demonstrates that despite high levels of education and skills among Canada's immigrants, people from racialized groups fare poorer in terms of occupational and income attainment than do their white counterparts. Thus he concludes that race does matter in Canada and it matters because of discriminatory practices on the part of the government and employers.

Additionally, Galabuzi heralds an increasing economic apartheid in Canada because of the shift toward neoliberalism that has left racialized groups to fend for themselves in a labour market free-for-all whereby those without social ties or Canadian work experience are increasingly left out. He stresses that by allowing this to continue we are in danger of seeing an increase in racialized violence, illness (especially depression and HIV/AIDS), neighborhood segregation, and educational inequalities between racialized groups. All of which have negative repercussions for Canada as a whole.

Not only does Galabuzi provide a compelling description and critique of racial inequality in Canada, he also moves the debate beyond simply a lament for the current state of affairs, to provide "a program for action." He argues that in order to see an end to the growing economic apartheid, there needs to be increased employment equity legislation, increased employment standards legislation, a national urban strategy, a dismantling of barriers to access to trades and professions, an increase in the supply of affordable housing, greater access to child care, anti-racism programs, community economic development, and a Canadian social justice movement. He further posits that for this to happen, unions need to take this issue on, by principally organizing precarious part-time and temporary workers to provide them with greater bargaining power with their employers. However, he sees this agenda as one for multiple other institutions and individuals to carry out. Particularly he emphasizes the importance of the state and employers to work to end racial inequality as well as the need for Canadian citizens to address the harm that racial inequality has on all our lives.

This book provides an excellent overview of racial inequality in Canada and is highly recommended for any course on social or racial/ethnic inequality. My only critiques of the text are that it is perhaps more focused on Toronto than readers from outside the Greater Toronto Area might like.

There are few descriptions of Canada's other major urban areas, although the book overall is national in scope. Additionally, the author's opening arguments can seem premature or unfounded until one gets to the evidence for his assertions, which become quite compelling and well supported once one gets there. However, as the arguments become clearer as the book progresses, this is more a suggestion to the reader to "hold that thought" until venturing further along in the text. Overall, the message becomes clear that if we as a society do not begin to tackle the economic apartheid of racialized groups, we will only see an increase in the kinds of violence, segregation, and educational disengagement that are tarnishing the image of Canada as a truly multicultural society.

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