

# Statistical Snapshot of Lawyers in Ontario

from the Lawyer Annual Report (LAR) 2013

## RESPONSE RATES

The Law Society of Upper Canada has been collecting self-identification data in the Lawyer Annual Report since 2009. The structure of the survey at the time permitted the lawyer to opt to pass over the question and provide no response. This option has been modified so that, while a lawyer can still decline to self-identify, the person must now so indicate by expressly entering this response.

## RESPONSE RATES FOR EACH QUESTION

The response rate for each question is as follows:

- Aboriginal 88%
- Racialized 77%
- Sexual orientation 81%
- Francophone 91%
- Able to practice in French 87%
- Disability 85%
- Gender 100%

## RACE AND ABORIGINAL

General Data — \* Indicates less than 0.1%

Categories from LAR	Number of Lawyer Respondents	% of all Lawyer Respondents	Total Ontario Population %	Persons in the Labour Force Age 25 or more %	University Graduates in the Labour Force, Age 25 or more %
Inuk	5	*	*	*	*
First Nations	277	0.9	1.6	1.2	0.5
Métis	136	0.5	0.7	0.6	0.3
Other Aboriginal			0.1	0.1	0.1
Multiple Aboriginal			*	*	*
<b>All Aboriginal communities</b>	<b>418</b>	<b>1.4</b>	<b>2.3</b>	<b>1.9</b>	<b>0.8</b>
Arab	234	0.8	1.1	0.9	1.5
Black	851	2.9	4.3	3.8	2.7
Chinese	932	3.1	5.0	5.1	8.5
East Asian (e.g. Japanese, Korean)	358	1.2	3.0	3.2	4.7
Latino	146	0.5	1.4	1.5	1.2
South Asian (e.g. Indo-Canadian, Indian Subcontinent)	1,670	5.6	7.7	7.2	10.8
Southeast Asian	191	0.6	1.1	1.1	0.9
West Asian (e.g. Iranian, Afghan)	253	0.8	1.0	0.8	1.3
Other racialized			0.6	0.6	0.4
More than one racialized group	98	0.3	0.7	0.5	0.7
Racialized and White	305	1.0			
<b>Total racialized</b>	<b>5,038</b>	<b>16.9</b>	<b>26</b>	<b>25</b>	<b>33</b>
<b>White</b>	<b>24,341</b>	<b>81.7</b>	<b>71.8</b>	<b>73.4</b>	<b>66.4</b>
Total		100.00	100.00	100.00	100.00
<b>Total respondents to the question about being Aboriginal</b>	<b>34,270</b>				
<b>Total respondents to the question about race</b>	<b>29,797</b>				

The National Household Survey uses the term “Black” only.

The National Household Survey uses the categories of “Korean” and “Japanese” separately

The National Household Survey uses the category “Latin American” only.

The National Household Survey uses the following examples for South Asian: “East Indian, Pakistani, Sri Lankan, etc.”

### Age, Race and Aboriginal — in Percentages

The proportion of racialized lawyers continues to increase.

For Aboriginal lawyers, it goes from 0.6 percent of the group age 65 and older to 1.5 percent of the group under 35 and 1.7 of lawyers age 35-44. For racialized lawyers, it goes from 3.9 percent of the group age 65 and older to 27.5 percent of the group under 35 and 23.7 percent of lawyers age 35-44.

Except for Black and Aboriginal lawyers, the representation of each group is greater, in many cases much greater, in the 35-44 than in the 45-54 age group. For a number of groups, the percentage doubles or nearly doubles in that 10-year interval showing an increase the proportion of those lawyers entering the profession.

It is important to note that the similarity in the proportion of Aboriginal lawyers in the 25-34, 35-44 and 45-54 age groups, and of Black lawyers under 35, and in the 35-44 and 45-54 age groups suggests that their proportion entering the profession is not increasing.

	Under 35	35-44	45-54	55-64	65 or more
<b>Aboriginal</b>					
First Nations and Inuk	0.8	1.2	1.2	0.8	0.3
Métis	0.7	0.5	0.5	0.3	0.3
<b>Aboriginal Total</b>	<b>1.5</b>	<b>1.7</b>	<b>1.7</b>	<b>1.1</b>	<b>0.6</b>
<b>Racialized</b>					
Arab	1.4	1.1	0.6	0.3	0.1
Black	3.0	3.7	3.8	1.4	0.7
Chinese	5.2	4.1	2.4	1.5	1.0
East Asian	1.7	1.9	1.0	0.4	0.3
Latino	1.0	0.8	0.3	0.1	0.0
South Asian	9.3	8.1	4.4	1.6	1.6
Southeast Asian	1.1	1.0	0.4	0.3	0.0
West Asian	2.5	1.0	0.3	0.1	0.1
More than one Racialized Group	0.7	0.5	0.2	0.1	0.0
Racialized and White	1.6	1.5	1.0	0.2	0.1
<b>Racialized Total</b>	<b>27.5</b>	<b>23.7</b>	<b>14.4</b>	<b>6.0</b>	<b>3.9</b>
<b>White</b>	<b>71.0</b>	<b>74.9</b>	<b>84.0</b>	<b>93.1</b>	<b>95.5</b>
<b>Total</b>	100.0	100.0	100.0	100.0	100.0
<b>Total numbers</b>	5,854	8,422	7,053	5,705	2,763

## Year of Call, Race and Aboriginal — in Percentages

	2013	2010-2012	2005-2009	1995-2004	1985-1994	1975-1984	Before 1975
	First Year	2nd-4th Years	5th-9th Years	10th-19th Years	20th-29th Years	30th-39th Years	40th or more
<b>Aboriginal</b>							
First Nations and Inuk	0.7	1.0	1.4	1.4	0.6	0.3	0.3
Métis	0.5	0.9	0.7	0.4	0.4	0.1	0.2
<b>Aboriginal Total</b>	<b>1.2</b>	<b>1.9</b>	<b>2.1</b>	<b>1.8</b>	<b>1.0</b>	<b>0.4</b>	<b>0.5</b>
<b>Racialized</b>							
Arab	1.1	1.2	1.3	0.9	0.4	0.2	0.1
Black	4.0	4.5	4.2	3.8	1.4	0.3	0.1
Chinese	5.7	5.1	4.4	3.4	2.1	0.9	0.1
East Asian	1.4	1.7	2.1	1.5	0.6	0.3	0.2
Latino	1.3	1.2	0.8	0.4	0.1	0.1	0.0
South Asian	12.8	10.4	8.8	6.5	1.6	0.6	0.2
Southeast Asian	1.1	1.2	1.1	0.7	0.2	0.0	0.0
West Asian	3.2	2.5	1.3	0.5	0.1	0.0	0.1
More than one Racialized Group	0.9	0.6	0.6	0.3	0.1	0.0	0.0
Racialized and White	1.5	1.8	1.7	1.1	0.5	0.2	0.0
<b>Racialized Total</b>	<b>33.0</b>	<b>30.2</b>	<b>26.3</b>	<b>19.1</b>	<b>7.1</b>	<b>2.6</b>	<b>0.8</b>
<b>White</b>	<b>65.8</b>	<b>68.0</b>	<b>71.6</b>	<b>79.0</b>	<b>91.8</b>	<b>97.1</b>	<b>98.6</b>
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<b>Total numbers</b>	1,519	3,712	4,925	8,294	5,801	4,130	1,416

Type of Employment, Race and Aboriginal — in Percentages

	Sole Practice	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	In House	Government	Education	Other	Total	Total numbers
First Nations and Inuk	28	7	14	2	3	12	25	2	6	100	255
Métis	24	8	20	3	2	9	29	2	2	100	125
<b>Aboriginal Total</b>	<b>27</b>	<b>8</b>	<b>16</b>	<b>2</b>	<b>3</b>	<b>11</b>	<b>26</b>	<b>2</b>	<b>5</b>	<b>100</b>	<b>380</b>
Arab	22	12	22	5	2	11	17	0	9	100	218
Black	36	7	14	2	2	13	19	2	5	100	773
Chinese	21	10	24	3	2	18	14	0	7	100	838
East Asian	19	15	21	3	1	17	18	0	7	100	313
Latino	22	12	26	4	3	14	15	1	4	100	137
South Asian	30	10	20	3	2	13	15	2	6	100	1,529
Southeast Asian	27	8	25	6	2	11	15	2	5	100	170
West Asian	26	5	34	6	0	11	13	1	3	100	231
More than One Group	20	5	29	3	2	12	20	0	9	100	92
Racialized and White	12	11	23	6	4	15	19	2	7	100	284
<b>Racialized Total</b>	<b>26</b>	<b>10</b>	<b>21</b>	<b>3</b>	<b>2</b>	<b>14</b>	<b>16</b>	<b>1</b>	<b>6</b>	<b>100</b>	<b>4,585</b>
<b>White</b>	<b>21</b>	<b>21</b>	<b>18</b>	<b>3</b>	<b>1</b>	<b>12</b>	<b>15</b>	<b>2</b>	<b>7</b>	<b>100</b>	<b>22,486</b>
<b>Total</b>	<b>22</b>	<b>19</b>	<b>19</b>	<b>3</b>	<b>1</b>	<b>13</b>	<b>16</b>	<b>2</b>	<b>7</b>	<b>100</b>	<b>27,451</b>

Aboriginal and racialized lawyers, compared to White lawyers, are more likely to be in sole practice or in a legal clinic and less likely to be law firm partners. Age could account for some of these differences. Aboriginal lawyers are more likely to work in government

## Size of Firms for those in Private Practice — in Percentages

	fewer than 5	5-9	10-24	25-49	50-99	100-199	200 or more	Total	Total numbers
<b>Aboriginal</b>									
First Nations and Inuk	37	20	27	8	0	5	3	100	60
Métis	23	13	36	13	0	5	10	100	39
<b>Aboriginal Total</b>	<b>31</b>	<b>17</b>	<b>30</b>	<b>10</b>	<b>0</b>	<b>5</b>	<b>6</b>	<b>100</b>	<b>99</b>
<b>Racialized</b>									
Arab	33	12	18	7	8	9	13	100	85
Black	31	17	15	10	7	8	13	100	172
Chinese	19	16	13	8	8	8	27	100	308
East Asian	19	15	12	12	10	15	17	100	121
Latino	34	14	14	9	4	13	13	100	56
South Asian	31	19	13	9	5	10	13	100	497
Southeast Asian	23	18	22	12	6	8	11	100	65
West Asian	29	17	19	8	5	5	17	100	106
More than one Racialized Group	31	17	9	9	6	6	23	100	35
Racialized and White	22	12	12	14	4	15	20	100	114
<b>Racialized Total</b>	<b>27</b>	<b>16</b>	<b>14</b>	<b>10</b>	<b>6</b>	<b>10</b>	<b>17</b>	<b>100</b>	<b>1,559</b>
<b>White</b>	<b>18</b>	<b>16</b>	<b>16</b>	<b>12</b>	<b>7</b>	<b>14</b>	<b>18</b>	<b>100</b>	<b>9,363</b>
<b>Total</b>	<b>19</b>	<b>16</b>	<b>16</b>	<b>11</b>	<b>7</b>	<b>13</b>	<b>17</b>	<b>100</b>	<b>11,021</b>

## Region, Race and Aboriginal — in Percentages

	South-west	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Total numbers
<b>Aboriginal</b>										
First Nations and Inuk	8	11	26	9	10	15	15	6	100	272
Métis	6	2	29	4	10	13	31	5	100	131
<b>Aboriginal Total</b>	<b>8</b>	<b>8</b>	<b>27</b>	<b>7</b>	<b>10</b>	<b>14</b>	<b>21</b>	<b>5</b>	<b>100</b>	<b>403</b>
<b>Racialized</b>										
Arab	8	3	48	13	0	1	27	1	100	231
Black	3	3	56	21	3	1	11	1	100	834
Chinese	1	2	71	17	1	0	8	0	100	920
East Asian	1	3	71	16	1	1	6	1	100	355
Latino	7	5	59	13	2	1	12	1	100	145
South Asian	2	3	58	30	1	0	6	0	100	1,651
Southeast Asian	2	3	57	24	2	1	11	1	100	190
West Asian	1	3	69	16	1	0	9	0	100	249
More than one Racialized Group	3	3	69	14	0	2	8	1	100	96
Racialized and White	2	4	63	11	1	2	15	2	100	300
<b>Racialized Total</b>	<b>2</b>	<b>3</b>	<b>61</b>	<b>21</b>	<b>1</b>	<b>1</b>	<b>9</b>	<b>1</b>	<b>100</b>	<b>4,971</b>
<b>White</b>	<b>6</b>	<b>7</b>	<b>55</b>	<b>11</b>	<b>4</b>	<b>2</b>	<b>12</b>	<b>3</b>	<b>100</b>	<b>24,099</b>
<b>Total</b>	<b>6</b>	<b>6</b>	<b>55</b>	<b>13</b>	<b>3</b>	<b>2</b>	<b>12</b>	<b>2</b>	<b>100</b>	<b>29,473</b>

Aboriginal lawyers are much more likely to work in the Central North, Northern Ontario, Eastern Ontario and Ottawa and less likely to be in Toronto. Racialized lawyers are concentrated in Toronto, except for the high representation of Arab lawyers in Ottawa and South Asian lawyers in the combination of Durham, Halton, Peel and York.

**GENDER**

## Age and Gender — in Percentages

	Total	Under 35	35-44	45-54	55-64	65 or more
Women	41.9	54.0	51.6	43.7	31.5	10.6
Men	58.1	46.0	48.4	56.3	68.5	89.4
Total	100.0	100.0	100.0	100.0	100.0	100.0
<b>Total numbers</b>	<b>38,593</b>	<b>7,072</b>	<b>10,527</b>	<b>9,271</b>	<b>7,869</b>	<b>3,854</b>

Note: A comparison of the age groups 35-44 and the older groups of lawyers reveals outstanding growth in the proportion of women in the profession.

## Type of Employment and Gender — in Percentages

	Sole Practice	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	In House	Government	Education	Other	Total	Total numbers
<b>Women</b>											
under 35	7.9	2.5	50.2	5.4	2.1	9.9	15.2	0.8	6.0	100.0	3,363
35-44	12.5	11.0	18.8	2.9	1.8	19.0	24.9	2.2	6.9	100.0	4,761
45-54	20.6	15.0	6.7	2.7	1.5	17.2	25.2	2.4	8.7	100.0	3,687
55-64	26.0	16.9	3.9	2.2	2.1	11.7	23.3	4.2	9.7	100.0	2,050
65 or older	48.8	17.2	3.8	3.0	1.5	2.4	13.0	3.6	6.8	100.0	338
<b>Total</b>	<b>16.4</b>	<b>11.0</b>	<b>20.6</b>	<b>3.4</b>	<b>1.8</b>	<b>14.9</b>	<b>22.2</b>	<b>2.2</b>	<b>7.5</b>	<b>100.0</b>	<b>14,199</b>
<b>Men</b>											
under 35	11.7	3.8	55.8	4.5	1.1	9.8	9.3	0.3	3.6	100.0	3,063
35-44	17.1	20.9	20.3	2.9	0.5	16.7	14.6	1.0	6.0	100.0	4,920
45-54	25.8	30.8	5.4	2.3	0.5	13.4	13.1	1.4	7.4	100.0	5,034
55-64	34.3	33.9	4.4	1.4	0.7	7.4	10.1	1.2	6.6	100.0	5,049
65 or older	50.3	29.6	5.7	1.9	0.2	2.9	3.6	0.7	5.0	100.0	3,287
<b>Total</b>	<b>27.6</b>	<b>25.2</b>	<b>15.9</b>	<b>2.5</b>	<b>0.6</b>	<b>10.6</b>	<b>10.7</b>	<b>1.0</b>	<b>6.0</b>	<b>100.0</b>	<b>21,353</b>

Men are more likely to be in sole practice and law firm partners, while there is a higher proportion of women in all the other statuses, especially in-house, in clinics, in government and in education.

## Size of Firms for those in Private Practice and Gender — in Percentages

	Fewer than 5	5-9	10-24	25-49	50-99	100-199	200 or more	Total	Total numbers
Women	20.9	15.9	16.0	11.8	7.4	11.8	16.2	100.0	4,951
Men	20.4	16.0	16.0	11.5	6.8	12.6	16.9	100.0	9,296
<b>Total</b>	<b>20.6</b>	<b>16.0</b>	<b>16.0</b>	<b>11.6</b>	<b>7.0</b>	<b>12.3</b>	<b>16.6</b>	<b>100.0</b>	<b>14,247</b>

## Region and Gender — in Percentages

	South-west	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Total numbers
Women	6.0	6.9	54.3	13.7	3.6	2.7	10.4	2.4	100.0	15,951
Men	5.1	4.8	56.6	12.6	3.2	1.8	13.6	2.3	100.0	22,221
<b>Total</b>	<b>5.6</b>	<b>6.0</b>	<b>55.2</b>	<b>13.2</b>	<b>3.4</b>	<b>2.3</b>	<b>11.7</b>	<b>2.4</b>	<b>100.0</b>	<b>38,172</b>

## FRANCOPHONE

Five point two percent of the profession self-identifies as Francophone while 4.8 percent of the Ontario population is Francophone<sup>1</sup>. Almost 14 percent of the profession indicate being able provide legal services in French.

### Identifies as Francophone and Age

	Total Francophones	Under 35	35-44	45-54	55-64	65 or more
Francophone in percentages	5.2	6.6	6.5	5.6	3.0	2.1
Total numbers	1,810	441	630	460	209	70

A comparison of the three oldest age groups, 45-54, 55-64 and 65 or more shows a remarkable increase in the proportion of lawyers who identify as Francophone.

### Type of Employment for those who Identify as Francophone — in Percentages

	Sole Practice	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	In House	Government	Education	Other	Total	Total numbers
Francophone	16.5	12.9	14.8	3.2	1.6	10.8	30.5	2.6	7.1	100	1,665
Not Francophone	23.0	19.4	18.3	2.8	1.1	12.5	14.7	1.4	6.7	100	30,508
<b>Total</b>	<b>22.7</b>	<b>19.1</b>	<b>18.1</b>	<b>2.8</b>	<b>1.1</b>	<b>12.4</b>	<b>15.5</b>	<b>1.5</b>	<b>6.7</b>	<b>100</b>	<b>32,173</b>

### Size of Firms for those in Private Practice who Identify as Francophone — in Percentages

	Fewer than 5	5-9	10-24	25-49	50-99	100-199	200 or more	Total	Total numbers
Francophone	24.9	19.8	17.9	7.2	5.6	11.7	12.8	100.0	514
Not Francophone	19.7	16.0	15.5	11.6	7.1	12.8	17.2	100.0	12,348
<b>Total</b>	<b>19.9</b>	<b>16.1</b>	<b>15.6</b>	<b>11.4</b>	<b>7.1</b>	<b>12.8</b>	<b>17.1</b>	<b>100.0</b>	<b>12,862</b>

### Region and Francophone — in Percentages

	South-west	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Total numbers
Francophone	2.2	1.7	28.9	6.1	1.0	7.7	45.8	6.7	100.0	1,749
Not Francophone	5.6	6.2	57.1	13.6	3.5	2.0	9.9	2.1	100.0	32,783
<b>Total</b>	<b>5.4</b>	<b>5.9</b>	<b>55.7</b>	<b>13.2</b>	<b>3.4</b>	<b>2.3</b>	<b>11.7</b>	<b>2.3</b>	<b>100.0</b>	<b>34,532</b>

Francophone lawyers are about twice as likely to be employed by government and they are more than five times as likely to work in Ottawa. They are also more likely to work in Eastern Ontario.

<sup>1</sup> Based on 2011 Statistics Canada census results.



## DISABILITY

The number of lawyers self-reporting disability is inexplicably low and further sampling over time may have to be conducted.

### Disability and Age — in Percentages

	Total	Under 35	35-44	45-54	55-64	65 or more
Disability	3.0	2.3	2.5	3.5	4.2	2.7
No Disability	97.0	97.7	97.5	96.5	95.8	97.3
Total	100.0	100.0	100.0	100.0	100.0	100.0
<b>Total numbers</b>	32,953	6,289	9,219	7,768	6,433	3,244

### Type of Employment and Disability — in Percentages

	Sole Practice	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	In House	Government	Education	Other	Total	Total numbers
Has a Disability	28.8	12.0	10.0	2.4	3.6	8.0	25.7	3.5	6.0	100.0	851
No Disability	22.4	19.3	18.6	2.8	1.0	12.6	15.0	1.4	6.8	100.0	29,598
<b>Total</b>	22.6	19.1	18.4	2.8	1.1	12.5	15.3	1.5	6.8	100.0	30,449

Disability is significantly related to sector of employment. Most notably, 25.7 percent of lawyers with a disability work for government, compared to 15.0 percent of those without a disability. While total employment is much smaller, 3.3 percent of lawyers with a disability work for government, compared to 1.4 percent for those without and the corresponding figures for legal clinics are 3.6 and 1.0 percent. They are less likely to be associates when they are young and less likely to be law firm partners when they are older.

### Size of Firms for those in Private Practice and Disability — in Percentages

	Fewer than 5	5-9	10-24	25-49	50-99	100-199	200 or more	Total	Total numbers
Has a Disability	29.5	16.4	10.6	11.6	7.7	10.1	14.0	100.0	207
No Disability	19.5	16.2	15.7	11.4	7.1	12.7	17.3	100.0	12,019
<b>Total</b>	19.7	16.2	15.6	11.5	7.2	12.7	17.2	100.0	12,226

### Region and Disability — in Percentages

	South-west	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Total numbers
Has a Disability	5.6	6.6	51.0	10.9	3.1	2.6	16.6	3.6	100.0	990
No Disability	5.3	5.8	56.0	13.4	3.3	2.3	11.6	2.3	100.0	31,600
<b>Total</b>	5.3	5.8	55.8	13.3	3.3	2.3	11.7	2.4	100.0	32,590

**LESBIAN, GAY, BISEXUAL, TRANSGENDER AND QUEER (LGBTQ)**
**LGBTQ and Age — in Percentages**

	Total	Under 35	35-44	45-54	55-64	65 or more
LGBTQ	2.8	3.4	2.9	3.6	1.9	1.1
Not LGBTQ	97.2	96.6	97.1	96.4	98.1	98.9
Total	100.0	100.0	100.0	100.0	100.0	100.0
<b>Total numbers</b>	31,241	6,096	8,827	7,331	6,027	2,960

**Type of Employment for LGBTQ — in Percentages**

	Sole Practice	Law Firm Partner	Law Firm Associate	Law Firm Employee	Legal Clinic	In House	Government	Education	Other	Total	Total numbers
LGBTQ	16.2	12.3	16.2	2.5	3.1	13.8	25.2	4.2	6.5	100	804
Not LGBTQ	22.4	19.2	18.6	2.8	1.1	12.6	15.0	1.4	6.8	100	27,992
<b>Total</b>	22.2	19.0	18.5	2.8	1.2	12.7	15.3	1.5	6.8	100	28,796

LGBTQ lawyers are about three times more likely to be in education, to work in a legal clinic and to work for government. They are less likely to be sole practitioners and law firm partners.

**Size of Firms for LGBTQ in Private Practice — in Percentages**

	Fewer than 5	5-9	10-24	25-49	50-99	100-199	200 or more	Total	Total numbers
LGBTQ	21.3	18.1	12.9	11.2	7.6	8.8	20.1	100.0	249
Not LGBTQ	19.3	16.0	15.8	11.6	7.1	13.0	17.3	100.0	11,352
<b>Total</b>	19.3	16.0	15.7	11.6	7.1	12.9	17.3	100.0	11,601

**Region for LGBTQ — in Percentages**

	South-west	Central South	Toronto	Durham, Halton, Peel, York	Central North	North	Ottawa	East	Total	Total numbers
LGBTQ	3.0	3.3	66.7	7.1	2.1	1.6	14.4	1.7	100.0	860
Not LGBTQ	5.4	5.9	55.5	13.6	3.3	2.2	11.7	2.4	100.0	30,041
<b>Total</b>	5.4	5.8	55.8	13.4	3.3	2.2	11.7	2.4	100.0	30,901

LGBTQ lawyers are concentrated in Toronto and Ottawa.