



The ethnic wage gap may hinder the attractiveness of the chiropractic profession to attract and retain talent

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Datasets used

Canadian Population
Census

Policy areas this research can inform

Health

Immigration and
ethnocultural diversity

Labour

Population and
demography

Context

Given global population aging and increasing but widespread unmet needs for medical rehabilitation services, better understanding of the factors favouring or hindering the recruitment and retention of chiropractors is especially valuable. In particular, it has been argued that the chiropractic profession lags behind the physician profession in concerted efforts to advance diversity across the education-to-practice and leadership pipelines. This study used 2021 Canadian census data to characterize chiropractic practitioners aged 25–54 in terms of demographic representation and earnings differentials underlying the (un)attractiveness of this health profession to new talent.

Key finding

Chiropractors belonging to a visible minority group were found to be underrepresented in relation to the Canadian population (20.0% versus 26.5%) and to earn significantly less (-21.0%, 95% CI: -28.8 to -12.5%) on average than those who were white, independently of gender, immigration status, and other characteristics.

Policy implications

The significant earnings disparities found by ethnicity among chiropractors emphasize the need for equity-oriented initiatives in leadership opportunities and compensation structures, not only for the overall quality of care provided to patients but also for the fair treatment of practitioners.

Read the full article here

Miah, P., & Gupta, N. (2025). Gender and ethnic diversity and wage gaps in the Canadian chiropractic workforce. *Discover Social Science and Health*, 5(1), 3. <https://doi.org/10.1007/s44155-025-00148-x>

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