

Community Living Society

Pay transparency report

Community Living Society provides an annual Pay Transparency Report in alignment with the BC Pay Transparency Act. Focusing on pay equity in relation to gender, this report is an important step in identifying and assessing pay equity gaps. The foundation for additional research and data analysis, this report will assist us as we continue to put strategies in place to address, reduce and remove systemic barriers to pay equity.

Employer details

Employer:	Community Living Society
Address:	7/F-713 COLUMBIA ST, NEW WESTMINSTER, BC
Reporting Year:	2024
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	62 - Health care and social assistance
Number of Employees:	300-999



Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 4% more than men's. For every dollar men earn in average hourly wages, women earn \$1.04 in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 2% more than men's. For every dollar men earn in median hourly wages, women earn \$1.02 in median hourly wages. *

Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.



Overtime pay

Mean overtime pay³

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime pay⁴

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Mean overtime paid hours⁵

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime paid hours⁶

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving overtime pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.



Bonus pay

Mean bonus pay⁷



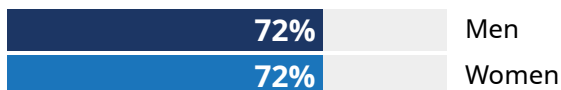
In this organization women's average bonus pay is 9% less than men's. For every dollar men earn in average bonus pay, women earn 91 cents in average bonus pay. *

Median bonus pay⁸



In this organization women's median bonus pay is 0% less than men's. For every dollar men earn in median bonus pay, women earn \$1.00 in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



Explanatory notes

- "Mean overtime pay" refers to overtime pay when averaged for each group.
- "Median overtime pay" refers to the middle point of overtime pay for each group.
- "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
- "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.
- "Mean bonus pay" refers to bonus pay when averaged for each group.
- "Median bonus pay" refers to the middle point of bonus pay for each group.



Percentage of each gender in each pay quartile ⁹

Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women

In this organization, women occupy 73% of the highest paid jobs and 60% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Data constraints

In accordance with the Act and reporting rules designed to protect the anonymity and privacy of respondents, we are unable to report data on those who self-identify as non-binary, gender fluid, two spirit and another gender due to number of respondents. This data has not been combined with Prefer not to say/Optout/Unknown.

Explanatory notes

9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.