

BRITISH COLUMBIA CENTRE FOR ABILITY ASSOCIATION

Pay transparency report



British Columbia (BC) legislation now requires employers to publish annual Pay Transparency Reports outlining mean and median hourly pay, overtime, and bonus pay by gender. In a recent BC Government study (2024), the gender pay gap remains a concern across most sectors in BC. Data shows that, on average, women in BC earn 15% less than men.

At BCCFA, we are committed to maintaining a fair and equitable workplace where employees are compensated based on the responsibilities, qualifications, and requirements of their roles. The results of this year's Pay Transparency Report indicate a relatively balanced compensation profile across our workforce. Women's average hourly earnings were 2% lower than men's average hourly earnings, while women's median hourly earnings were 4% higher than men's median hourly earnings.

These results suggest that compensation outcomes are generally comparable across our organization and that the differences observed may reflect workforce composition, job distribution, tenure, and other factors rather than differences in pay for comparable work.

We will continue to review our compensation practices and workforce data to support pay equity and ensure fair and consistent compensation decisions.

Employer details

Employer:	BRITISH COLUMBIA CENTRE FOR ABILITY ASSOCIATION
Address:	2805 Kingsway, Vancouver, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	81 - Other services (except public administration)
Number of Employees:	50-299



Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 2% less than men's. For every dollar men earn in average hourly wages, women earn 98 cents in average hourly wages. *

Median hourly pay gap²



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



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.

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.
3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.



Bonus pay

Mean bonus pay ⁷

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

Median bonus pay ⁸

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

Percentage of employees in each gender category receiving bonus pay

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



Percentage of each gender in each pay quartile ⁹

Upper hourly pay quartile (highest paid) †

Women (100%)

Upper middle hourly pay quartile †

Women (100%)

Lower middle hourly pay quartile †

Women (100%)

Lowest hourly pay quartile (lowest paid) †

Women (100%)

■ Women

In this organization, women occupy 100% of the highest paid jobs and 100% of the lowest paid jobs.

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

Data constraints

Women constitute approximately 88% of our workforce. Given this workforce composition, relatively small changes in the number or compensation of employees in certain positions can have a noticeable impact on reported pay-gap metrics. Despite this, the results of our analysis demonstrate a high degree of pay equity, with women's median hourly wage exceeding men's median hourly wage by 4% and women's average hourly wage within 2% of men's average hourly wage.

Explanatory notes

7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.
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.