YMCA BC
PAY TRANSPARENCY REPORT

April 1st 2024 – March 31st 2025

October 2025

Shine On YMCA BC

YMCA BC
Pay transparency report

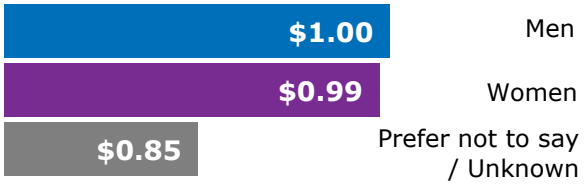
YMCA BC is a new entity formed by the unification of YMCA of Northern BC, Kamloops Community YMCA-YWCA, and the YMCA of Greater Vancouver in January 2023. These associations have a long-standing history of building and nurturing communities, transforming lives, and connecting people of all ages and stages, backgrounds and abilities to unique opportunities to learn, grow and reach their potential. We are pleased to provide an annual Pay Transparency Report in alignment with the BC Pay Transparency Act. This report is an important step in identifying and assessing pay equity gaps, focusing on pay equity in relation to gender.

Employer details

Employer:	YMCA BC
Address:	10 - 620 Royal Ave, New Westminster, BC V3M 1J2
Reporting Year:	2025
Time Period:	April 1, 2024 - March 31, 2025
NAICS Code:	81 - Other services (except public administration)
Number of Employees:	1000 or more

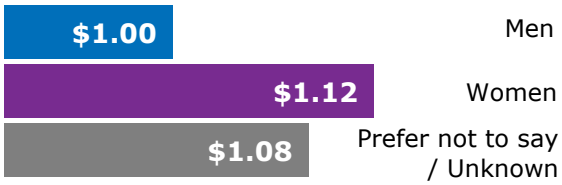
Hourly pay

Mean hourly pay gap [1]



In this organization women's average hourly wages are 1% less than men's. For every dollar men earn in average hourly wages, women earn 99 cents in average hourly wages. *

Median hourly pay gap [2]



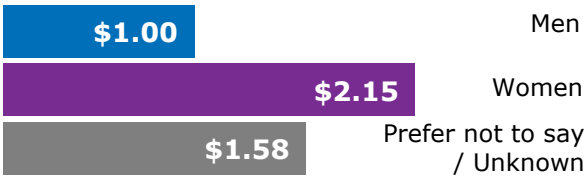
In this organization women's median hourly wages are 12% more than men's. For every dollar men earn in median hourly wages, women earn $1.12 in median hourly wages. *

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.

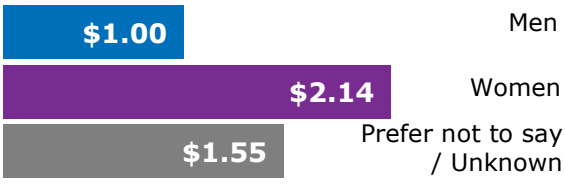
Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 115% more than men's. For every dollar men earn in average overtime pay, women earn $2.15 in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 114% more than men's. For every dollar men earn in median overtime pay, women earn $2.14 in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	7
Prefer not to say / Unknown	3

In this organization the average number of overtime hours worked by women was 7 more than by men. *

Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	3
Prefer not to say / Unknown	1

In this organization the median number of overtime hours worked by women was 3 more than by men. *

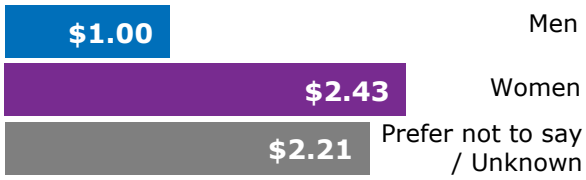
Percentage of employees in each gender category receiving overtime pay

Explanatory notes

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]



In this organization women's average bonus pay is 143% more than men's. For every dollar men earn in average bonus pay, women earn $2.43 in average bonus pay. *

Median bonus pay [8]

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

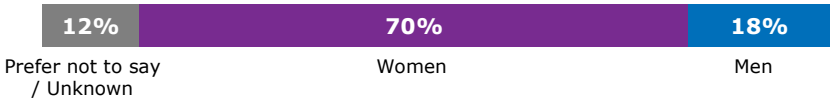
Percentage of employees in each gender category receiving bonus pay

Explanatory notes

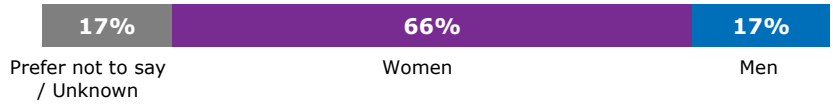
7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.

Percentage of each gender in each pay quartile[9]

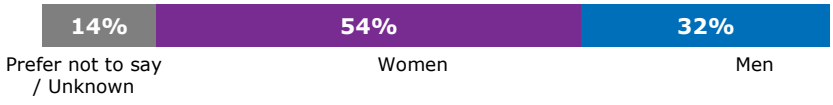
Upper hourly pay quartile (highest paid) †



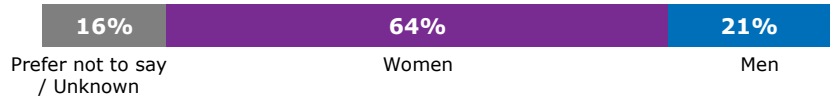
Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



In this organization, women occupy 70% of the highest paid jobs and 64% of the lowest paid jobs.

Data constraints

Bonuses are generally related to recruitment and retention bonuses.

Explanatory notes

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

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

* 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.