

FAMILY SERVICES OF GREATER VANCOUVER

Pay transparency report

At Family Services of Greater Vancouver, we have been helping people in crisis since 1928. We are a non-profit society working to support and empower individuals, families, and communities. We offer programs and services designed to help people develop the skills, knowledge, and confidence to create positive change in their lives. Our staff operates from an evidence-based, trauma-informed lens to meet people where they are and get them where they want to be. We help people develop skills and knowledge, empowering our neighbours to create positive change in their lives. FSGV has more than 420 staff and volunteers at 14 locations across the Lower Mainland, serving 18 communities, including Vancouver, Richmond, New Westminster, Burnaby, and Surrey. Our team is made up a diverse workforce that includes expert counsellors and support workers who provide compassionate, client-centred care to youth experiencing homelessness, families and children impacted by trauma, victims of domestic violence, and other vulnerable people. We provide financial empowerment coaching and money skills training to support adults, youth and families in our communities. We believe in building a brighter future for all British Columbians and providing a supportive and inclusive workplace for all our staff.

FSGV compiled this (our first) pay transparency report using employee payroll data and self-reported gender information for the calendar year 2024. Employees were invited to voluntarily self-report their gender based on the 4 options set out in the BC Pay Transparency Act.

We are pleased to provide this annual Pay Transparency Report in alignment with the BC Pay Transparency Act. The data in this report will provide a benchmark and understanding of these numbers, helping us to better address gender pay equity gaps.

Employer details

Employer:	FAMILY SERVICES OF GREATER VANCOUVER
Address:	201 - 1638 BROADWAY E, VANCOUVER, BC
Reporting Year:	2025
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

\$1.00	Men
\$0.93	Women
\$0.88	Non-binary
\$2.64	Prefer not to say / Unknown

In this organization women's average hourly wages are 7% less than men's and non-binary people's average hourly wages are 12% less than men's. For every dollar men earn in average hourly wages, women earn 93 cents and non-binary people earn 88 cents in average hourly wages.

Median hourly pay gap²

\$1.00	Men
\$1.13	Women
\$1.05	Non-binary
\$0.92	Prefer not to say / Unknown

In this organization women's median hourly wages are 13% more than men's and non-binary people's median hourly wages are 5% more than men's. For every dollar men earn in median hourly wages, women earn \$1.13 and non-binary people earn \$1.05 in median hourly wages.

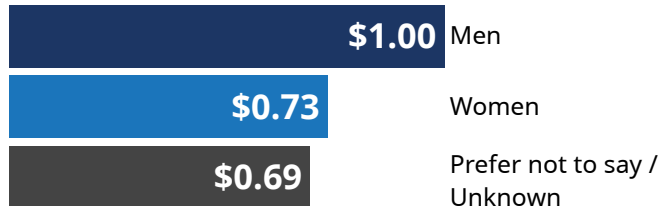
Explanatory notes

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.



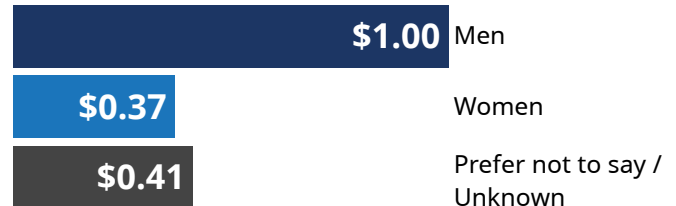
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 27% less than men's. For every dollar men earn in average overtime pay, women earn 73 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 63% less than men's. For every dollar men earn in median overtime pay, women earn 37 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-9
Prefer not to say / Unknown	-11

In this organization the average number of overtime hours worked by women was 9 less than by men. *

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-22
Prefer not to say / Unknown	-19

In this organization the median number of overtime hours worked by women was 22 less than by men. *

Percentage of employees in each gender category receiving overtime pay



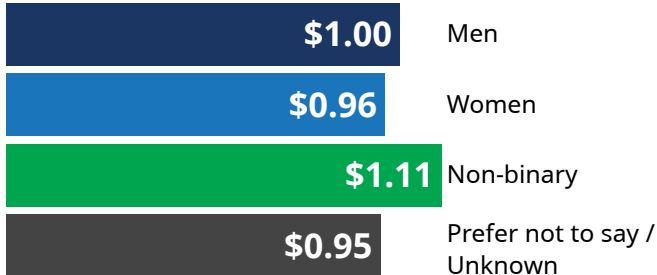
Explanatory notes

- "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.



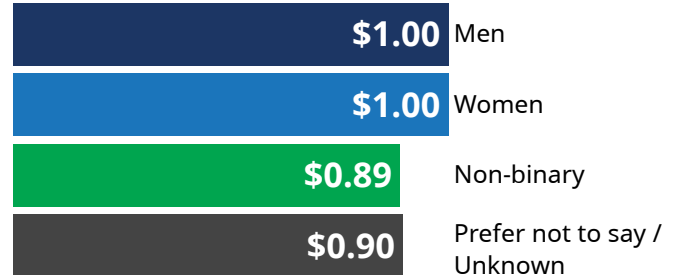
Bonus pay

Mean bonus pay ⁷



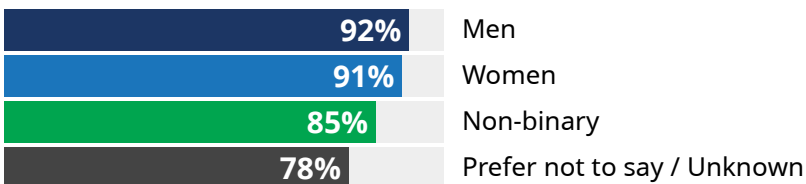
In this organization women's average bonus pay is 4% less than men's and non-binary people's average bonus pay is 11% more than men's. For every dollar men earn in average bonus pay, women earn 96 cents and non-binary people earn \$1.11 in average bonus pay.

Median bonus pay ⁸



In this organization women's median bonus pay is 0% less than men's and non-binary people's median bonus pay is 11% less than men's. For every dollar men earn in median bonus pay, women earn \$1.00 and non-binary people earn 89 cents in median bonus pay.

Percentage of employees in each gender category receiving bonus pay



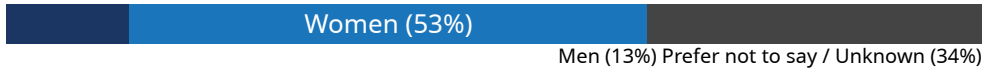
Explanatory notes

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.

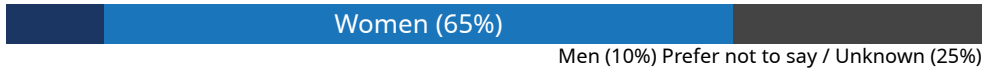


Percentage of each gender in each pay quartile ⁹

Upper hourly pay quartile (highest paid) †



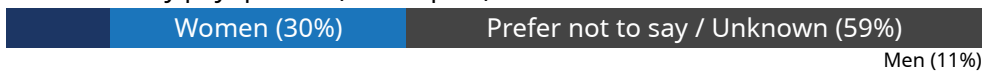
Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women
■ Prefer not to say / Unknown

In this organization, women occupy 53% of the highest paid jobs and 30% of the lowest paid jobs.

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

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.