

# 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 operate from an evidence-based, trauma-informed lens to meet people where they are and get them where they want to be. FSGV has more than 420 staff and volunteers at 14 locations across the Lower Mainland, serving 18 communities, including Vancouver, Richmond, New Westminister, 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 second) pay transparency report using employee payroll data and self-reported gender information for the calendar year 2025. 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 helps us to understand the compensation in our workforce and be aware of our commitment to pay equity.

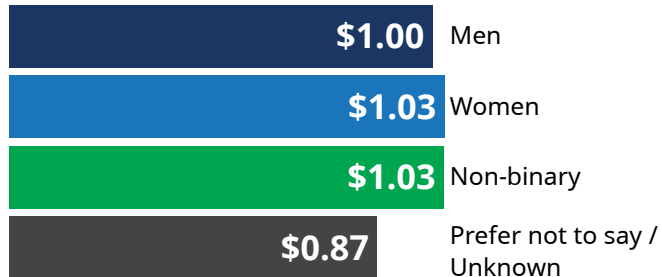
### Employer details

|                             |                                        |
|-----------------------------|----------------------------------------|
| <b>Employer:</b>            | FAMILY SERVICES OF GREATER VANCOUVER   |
| <b>Address:</b>             | 201 - 1638 BROADWAY E, VANCOUVER, BC   |
| <b>Reporting Year:</b>      | 2026                                   |
| <b>Time Period:</b>         | January 1, 2025 - December 31, 2025    |
| <b>NAICS Code:</b>          | 62 - Health care and social assistance |
| <b>Number of Employees:</b> | 300-999                                |



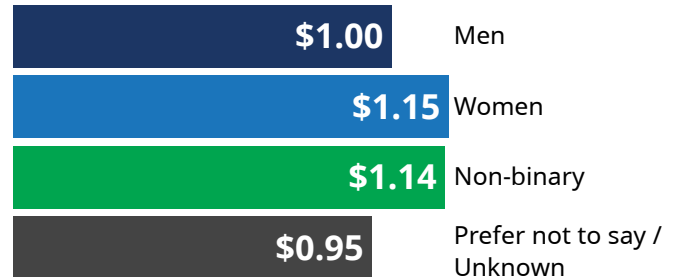
## Hourly pay

### Mean hourly pay gap<sup>1</sup>



In this organization women's average hourly wages are 3% more than men's and non-binary people's average hourly wages are 3% more than men's. For every dollar men earn in average hourly wages, women earn \$1.03 and non-binary people earn \$1.03 in average hourly wages.

### Median hourly pay gap<sup>2</sup>



In this organization women's median hourly wages are 15% more than men's and non-binary people's median hourly wages are 14% more than men's. For every dollar men earn in median hourly wages, women earn \$1.15 and non-binary people earn \$1.14 in median hourly wages.

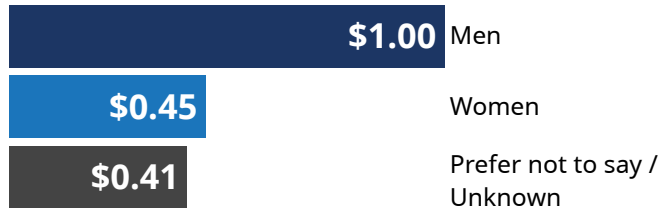
#### Explanatory notes

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.



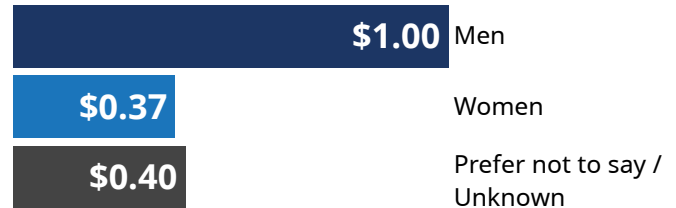
## Overtime pay

### Mean overtime pay<sup>3</sup>



In this organization women's average overtime pay is 55% less than men's. For every dollar men earn in average overtime pay, women earn 45 cents in average overtime pay. \*

### Median overtime pay<sup>4</sup>



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 hours<sup>5</sup>

Difference as compared to reference group (Men)

|                             |     |
|-----------------------------|-----|
| Women                       | -24 |
| Prefer not to say / Unknown | -25 |

In this organization the average number of overtime hours worked by women was 24 less than by men. \*

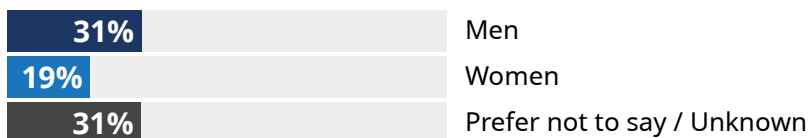
### Median overtime paid hours<sup>6</sup>

Difference as compared to reference group (Men)

|                             |     |
|-----------------------------|-----|
| Women                       | -14 |
| Prefer not to say / Unknown | -13 |

In this organization the median number of overtime hours worked by women was 14 less than by men. \*

### Percentage of employees in each gender category receiving overtime pay



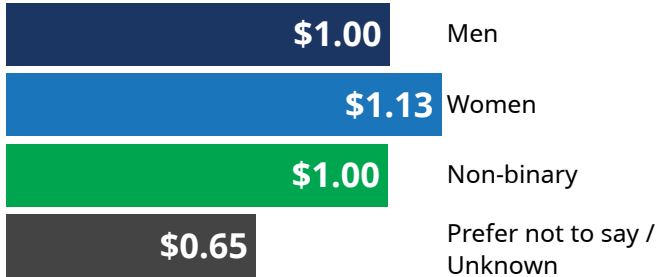
#### Explanatory notes

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.



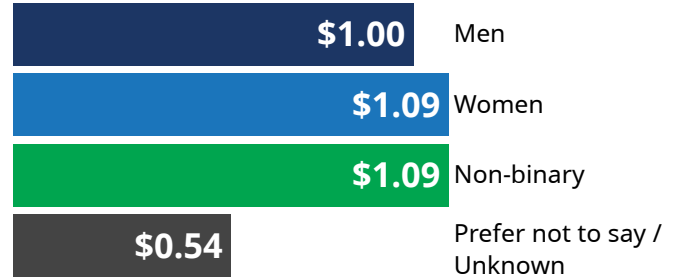
## Bonus pay

### Mean bonus pay <sup>7</sup>



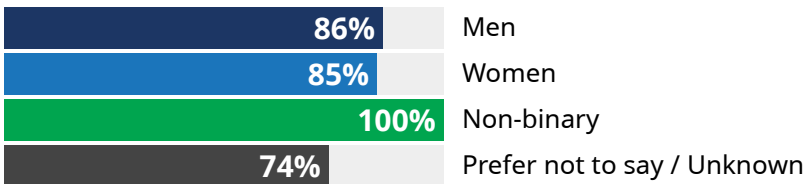
In this organization women's average bonus pay is 13% more than men's and non-binary people's average bonus pay is 0% less than men's. For every dollar men earn in average bonus pay, women earn \$1.13 and non-binary people earn \$1.00 in average bonus pay.

### Median bonus pay <sup>8</sup>



In this organization women's median bonus pay is 9% more than men's and non-binary people's median bonus pay is 9% more than men's. For every dollar men earn in median bonus pay, women earn \$1.09 and non-binary people earn \$1.09 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 <sup>9</sup>

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 84% of the highest paid jobs and 39% 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.