

# Covenant House Vancouver

## Pay Transparency Report



At Covenant House Vancouver, we believe our success depends on employees working together towards the best possible outcomes for the youth we serve.

That means creating a just and inclusive workplace, which includes how we compensate our team in a way that also supports organizational effectiveness, quality of services, and continued improvement.

Our Pay Transparency Report reflects our dedication to fair and equitable compensation practices and our ongoing efforts to foster transparency, accountability, and trust across our organization. This report is publicly available in alignment with our obligations under the Pay Transparency Act.

As we continue our journey toward ending youth homelessness, we remain committed to building a workplace where every team member feels valued and supported.

### Employer details

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EMPLOYER:	Covenant House Vancouver
ADDRESS:	1280 Seymour St., Vancouver, BC
REPORTING YEAR:	2025
TIME PERIOD:	July 1, 2024 – June 30, 2025
NAICS CODE:	81 – Other services (except public administration)
NUMBER OF EMPLOYEES:	300-999



## Hourly pay

### MEAN HOURLY PAY GAP

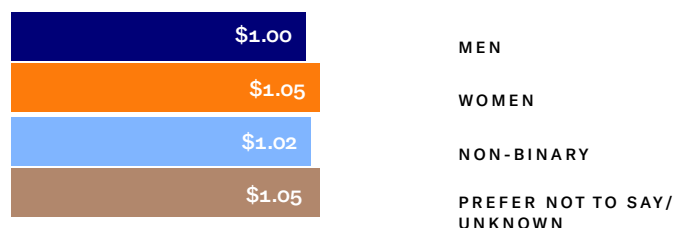


In this organization women's average hourly wages are 24% more than men's. Non-binary people's average hourly wages are 3% less than men's. Unknown people's hourly wages are 1% less than men's.

For every dollar men earn in average hourly wages, women earn \$1.24 in average hourly wages, non-binary people earn 97 cents and unknown earn 99 cents in average hourly wages.<sup>1</sup>

The primary factor contributing to the pay gap is more women occupying senior leadership roles in this organization.

### MEDIAN HOURLY PAY GAP



In this organization, women's median hourly wages are more than men's by 5%, non-binary people's hourly wages are 2% more than men, and unknown people's hourly wages are 5% more than men.

For every dollar men earn in median hourly wages, women earn in \$1.05 in median hourly wages, non-binary people earn \$1.02 and unknown people earn \$1.05.<sup>2</sup>

## Overtime pay

### MEAN OVERTIME PAY



In this organization, women's average overtime pay is 25% less than men's, and unknown people's average overtime pay is 30% less than men's. For every dollar men earn in average overtime pay, women earn 75 cents in average overtime pay and unknown people earn 70 cents in average overtime pay.<sup>3</sup>

### MEDIAN OVERTIME PAY



In this organization, women's median overtime pay is 25% less than men's and unknown people's median overtime pay is 13% more than men. For every dollar men earn in median overtime pay, women earn 75 cents in overtime pay and unknown people earn 1.13 in median overtime pay.<sup>4</sup>

#### 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 averages for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.



#### MEAN OVERTIME PAID HOURS

DIFFERENCE AS COMPARED TO REFERENCE  
GROUP (MEN)

WOMEN	-6.91
PREFER NOT TO SAY/ UNKNOWN	-8.21

In this organization, the average number of overtime hours worked by women was 6.91 less than by men.<sup>5</sup>

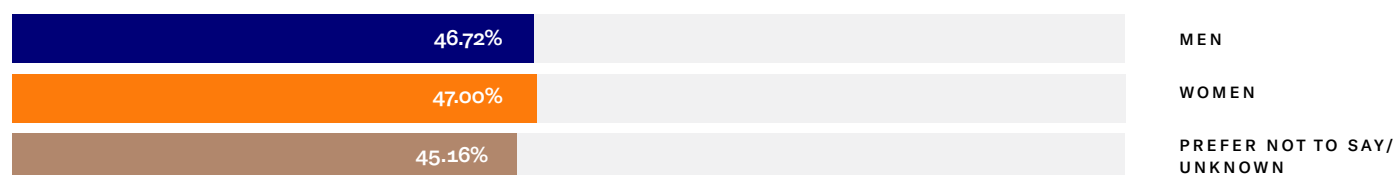
#### MEAN OVERTIME PAID HOURS

DIFFERENCE AS COMPARED TO REFERENCE  
GROUP (MEN)

WOMEN	-2.5
PREFER NOT TO SAY/ UNKNOWN	+2.38

In this organization, the median number of overtime hours worked by women was 2.5 less than by men.<sup>6</sup>

#### PERCENTAGE OF EMPLOYEES IN EACH GENDER CATEGORY RECEIVING OVERTIME PAY



#### EXPLANATORY NOTES

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.



## Percentage of each gender in each pay quartile<sup>7</sup>

### UPPER HOURLY PAY QUARTILE (HIGHEST PAID)



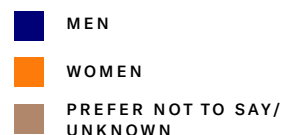
### UPPER MIDDLE HOURLY PAY QUARTILE



### LOWER MIDDLE HOURLY PAY QUARTILE



### LOWEST HOURLY PAY QUARTILE (LOWEST PAID)



In this organization, women occupy 72.12% of the highest paid jobs and 61.39% of the lowest paid jobs.

Note: 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.

#### EXPLANATORY NOTES

7. "Pay quartile" refers to the percentage of each gender within four equal size groups based on their hourly pay. These pay quartiles were reduced to suppress gender categories consisting of less than ten (10) employees.