

ANHBC

Pay Transparency Report

Employer Details

Employer:	Association of Neighbourhood Houses of BC
Address:	3102 Main St, Vancouver, BC
Reporting Year:	2025
Time Period:	April 1, 2024 - March 31, 2025
NAICS Code:	624 Healthcare and Social Assistance (Social Assistance)
Number of Employees:	500-1000

Introduction

The Association of Neighbourhood Houses of BC (ANHBC) builds healthy and engaged neighbourhoods by connecting people and strengthening their capacity to create change. ANHBC is the network of eight neighbourhood houses and an outdoor centre across Metro Vancouver. We operate more than 400 community-based programs and services for a diversity of participants. From childcare and youth services to newcomers and family programs, to food justice and seniors' engagement, our work is rooted in empowering neighbours to strengthen the places they where they live, work and belong.

We are guided by our commitment to Transformation and values rooted in justice, equity and inclusion, and we actively work to ensure our team reflects the diversity of the communities we work alongside. Our people bring a wide range of lived experiences, cultural backgrounds, and perspectives, enriching how we deliver programs and connect with community members.

With over 900 employees, ANHBC continues to grow and evolve. Most of our team work directly in community-facing roles, supported by their team leaders, and other colleagues behind the scenes in administrative, operational, finance and HR roles. Together, we are building a workforce and communities grounded in inclusion, respect, and shared purpose.

Data Used in This Report

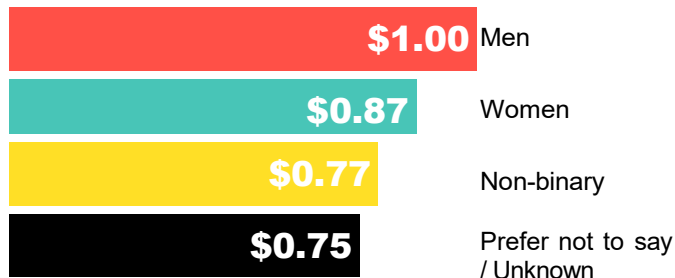
ANHBC prepared this report using a combination of employee payroll data and self-reported gender information for the period of April 1, 2024, to March 31, 2025. This timeframe represents the first year ANHBC developed and released its Pay Transparency Report. As part of this process, employees were invited to voluntarily self-disclose their gender identity through a secure HR information system. This report includes former employees who are no longer employed at ANHBC before the collection of gender identity data was introduced, and current employees who chose not to disclose or did not respond to the call-out request to collect information.

As gender self-disclosure is voluntarily, this report shows the demographics that includes 3.97% Men, 34.57% Women, 0.90% Non-Binary along with 60.56% Prefer Not to Say/Unknown.

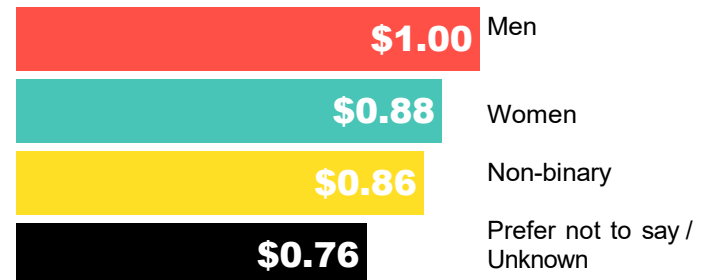


Hourly pay

Mean hourly pay gap¹



Median hourly pay gap²



In this organization women's average hourly wages are 13% less than men's and non-binary people's average hourly wages are 23% less than men's. For every dollar men earn in average hourly wages, women earn 87 cents and non-binary people earn 77 cents in average hourly wages.

In this organization women's median hourly wages are 12% less than men's and non-binary people's median hourly wages are 14% less than men's. For every dollar men earn in median hourly wages, women earn 88 cents and non-binary people earn 76 cents 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 ³

Mean overtime pay ⁴

\$1	Unknown
\$2.03	Women

In this organization, women's average overtime pay is 103% more than people's whose gender is unknown. For every dollar the unknown gender earns in average overtime pay, women earn \$2.03.

Data on men and non-binary employees has been suppressed due to insufficient data.

These figures are based solely on regular overtime pay and reflect compensation paid during the reporting period in accordance with ANHBC's standard pay practices.

Median overtime pay ⁵

\$1	Unknown
\$1.47	Women

In this organization, women's median overtime pay is 47% more than people's whose gender is unknown. For every dollar the unknown gender earns in median overtime pay, women earn \$1.47

Data for men and non-binary employees has been suppressed due to limited sample size.

These figures are based solely on regular overtime pay and reflect compensation paid during the reporting period in accordance with ANHBC's standard pay practices.

Mean overtime paid hours ⁶

Difference as compared to reference group (Unknown)

Women	-1.96
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In this organization the average number of overtime hours worked by men and non-binary people are suppressed due to privacy of the small data set. Among the employees with reported data, women receive 1.96 hours more than the unknown reference group.

Median overtime paid hours ⁷

Difference as compared to reference group (Unknown)

Women	-0.63
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In this organization the median number of overtime hours worked by men and non-binary employees are suppressed due to privacy of the small data set. Among employees with reported data, women receive 0.63 hours more than the unknown reference group.

Explanatory notes

- Overtime is predominantly carried out by non-managerial employees with majority being women and in childcare and community facing positions. Both men and non-binary category was suppressed for overtime pay due to insufficient numbers to meet disclosure requirements with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents. The Unknown reference group was used as a baseline for calculations.
- "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.



Percentage of employees in each gender category receiving overtime pay



Bonus pay

Our organization does not provide incentive pay, or bonus compensation. As such, the information contained in this Pay Transparency Report is derived solely from regular earnings and overtime pay.

All reported figures accurately reflect compensation paid to employees during the reporting period in alignment with our established pay structure and payroll practices.

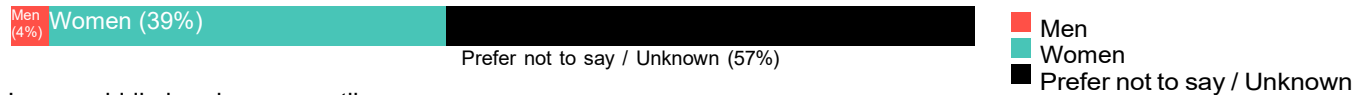


Percentage of each gender in each pay quartile ^{8 9}

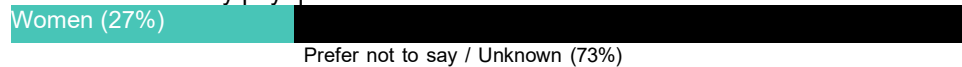
Upper hourly pay quartile (highest paid)



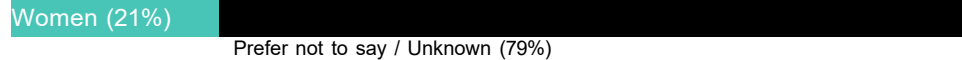
Upper middle hourly pay quartile



Lower middle hourly pay quartile



Lowest hourly pay quartile (lowest paid)



In this organization, women occupy 52% of the highest paid jobs and 21% of the lowest paid jobs. Employees who are unknown or prefer not to say occupy 38% of the highest paid jobs and 73% of the lowest paid jobs.

Explanatory notes

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

9. In all four quartiles, data from non-binary employees have been suppressed due to insufficient data consisting of less than 10 employees. In both the lower middle hourly pay quartile and lowest hourly pay quartile, men have been suppressed as data consisted of less than 10 employees.