YMCA BC PAY TRANSPARENCY REPORT 2026

April 1, 2025 – March 31, 2026

October 2026

Shine On YMCA BC

YMCA BC
Pay Transparency Report

At YMCA BC, we are committed to fostering safe, welcoming, and inclusive spaces where everyone feels a sense of belonging. YMCA BC has a long history of strengthening communities, supporting individual growth, and creating opportunities for people of all ages, backgrounds, and abilities to learn, connect, and thrive.

By cultivating belonging and supporting the health and well-being of people at every stage of life, YMCA BC helps build vibrant, healthy, and inclusive communities across British Columbia. With more than 3,100 employees and volunteers, YMCA BC serves over 225,000 individuals annually through hundreds of service locations stretching from the Sunshine Coast to Fort St. John.

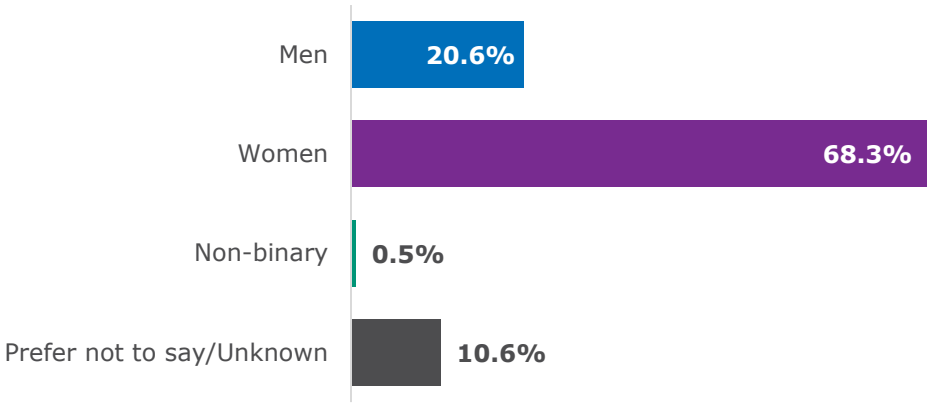
As a charitable organization, YMCA BC is dedicated to advancing equitable access to opportunities and healthier outcomes. We provide a wide range of programs and services that address some of the most pressing needs in our communities, including health and fitness, childcare, camps, mental health supports, employment services, and newcomer programs.

We are pleased to present the **YMCA BC Pay Transparency Report 2026 (April 2025 – March 2026)**, in accordance with the BC Pay Transparency Act. This report supports our ongoing commitment to fairness, accountability, and equity by helping us identify, assess, and address pay equity gaps, with a particular focus on gender-based pay equity.

Employer details

Employer:	YMCA BC
Address:	10 - 620 Royal Ave, New Westminster, BC V3M 1J2
Reporting Year:	2026
Time Period:	April 1, 2025 - March 31, 2026
NAICS Code:	81 - Other services (except public administration)
Number of Employees:	1000 or more

Gender Distribution YMCA BC
April 1,2025 - March 31,2026



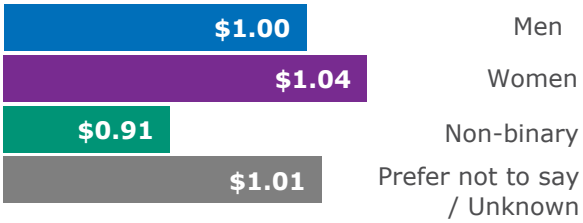
YMCA BC is a gender-diverse employer, committed on equity, diversity, inclusion and belonging.

Women gender classification represents **68.3%** which is reflective of the over representation of women holding Childcare roles, such as: Early Childhood Educator, Activity Leader, etc.

We are committed to improve our Pay transparency report each year. This year's report includes more gender information than previous years. The classification ***prefer not to say / unknown group*** has **reduced by half** since our 2024 report.

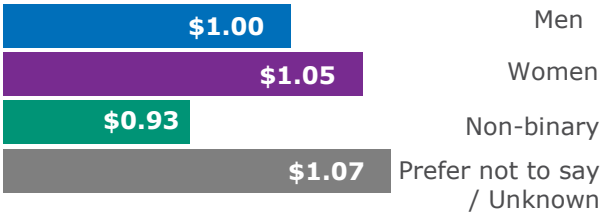
Hourly pay

Mean hourly pay gap [1]



- At YMCA BC women's average hourly wages, based on the roles they hold, are ***4% more than men's.***
- At YMCA BC non-binary people's average hourly wages, based on the roles they hold, are ***9% less than men's***.
- For every dollar men earn in average hourly wages, based on the roles they hold, women earn $1.04 and non-binary people earn $0.91 cents in average hourly wages based on the roles they hold.

Median hourly pay gap [2]



- At YMCA BC women's median hourly wages, based on the roles they hold, are ***5% more than men's.***
- At YMCA BC non-binary people's median hourly wages, based on the roles they hold, are ***7% less than men's***.
- For every dollar men earn in median hourly wages, based on the roles they hold, women earn $1.05 and non-binary people earn $0.93 cents in median hourly wages based on the roles they hold.

The mean and median hourly wages by gender classification are calculated from employees pay and are therefore shaped by the roles those employees hold.

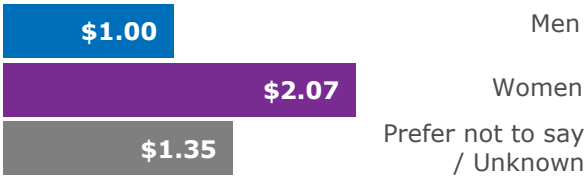
Differences between groups may reflect how men, women, non-binary and prefer not to say / unknown are distributed across roles, rather than differences in pay for the same role.

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.

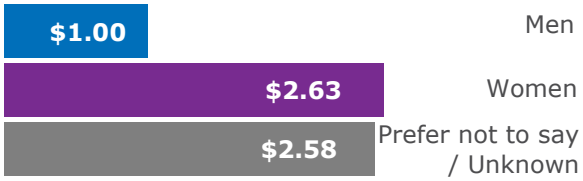
Overtime pay

Mean overtime pay [3]



- At YMCA BC women's average overtime pay, based on the roles they hold, is ***107% more than men's***.
- For every dollar men earn in average overtime pay, based on the roles they hold, women earn $2.07 in average overtime pay, based on the roles they hold.

Median overtime pay [4]



- At YMCA BC women's median overtime pay, based on the roles they hold, is ***163% more than men's.***
- For every dollar men earn in median overtime pay, based on the roles they hold, women earn $2.63 in median overtime pay, based on the roles they hold.

Women tend to work more overtime hours which is reflective of the over representation of women holding childcare roles. Example: Early Childhood Educator, Activity Leader.

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	6
Prefer not to say / Unknown	2

At YMCA BC the average number of overtime hours worked by women was 6 more than by men.

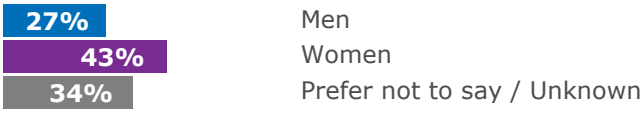
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	3
Prefer not to say / Unknown	3

At YMCA BC 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]



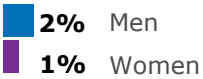
- At YMCA BC women's average bonus pay, based on the roles they hold, ***is 230% more than men's.***
- For every dollar men earn in average bonus pay, based on the roles they hold, women earn $3.30 in average bonus pay, based on the roles they hold.

Median bonus pay [8]



- At YMCA BC women's median bonus pay, based on the roles they hold, ***is 24% more than men's.***
- For every dollar men earn in median bonus pay, based on the roles they hold, women earn $1.24 in median bonus pay, based on the roles they hold.

Percentage of employees in each gender category receiving bonus pay



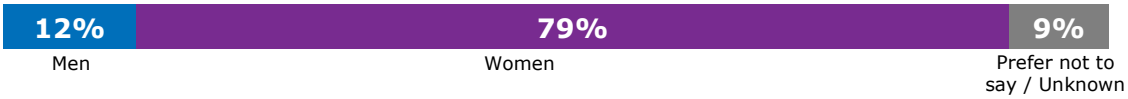
Majority of bonuses are related to hiring processes, such as relocation or referral, or to meet contractual obligations.

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]

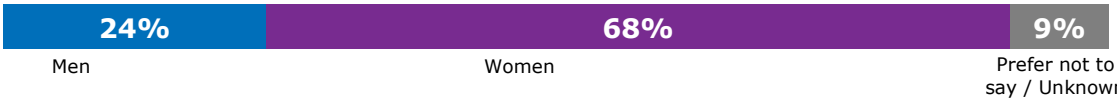
Upper hourly pay quartile (highest paid) †



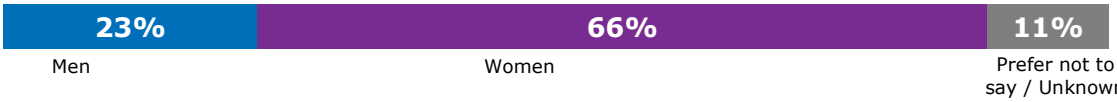
Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



At YMCA BC, **women** hold ***79%*** *of the* ***highest paid jobs*** and ***66%*** *of the* ***lowest paid jobs***.

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 ender categories has been excluded due to insufficient numbers to meet disclosure requirements.