

CONNECTIVE SUPPORT SOCIETY

Pay transparency report

Employer details

Employer:	CONNECTIVE SUPPORT SOCIETY
Address:	763 KINGSWAY, 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



In this organization women's average hourly wages are 3% more than men's and non-binary people's average hourly wages are 2% less than men's. For every dollar men earn in average hourly wages, women earn \$1.03 and non-binary people earn 98 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 2% more than men's and non-binary people's median hourly wages are 4% more than men's. For every dollar men earn in median hourly wages, women earn \$1.02 and non-binary people earn \$1.04 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.



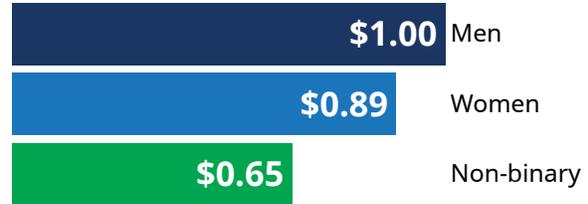
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 17% less than men's and non-binary people's average overtime pay is 32% less than men's. For every dollar men earn in average overtime pay, women earn 83 cents and non-binary people earn 68 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 11% less than men's and non-binary people's median overtime pay is 35% less than men's. For every dollar men earn in median overtime pay, women earn 89 cents and non-binary people earn 65 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-13
Non-binary	-24

In this organization the average number of overtime hours worked by women was 13 less than by men and the average number of overtime hours worked by non-binary people was 24 less than by men. *

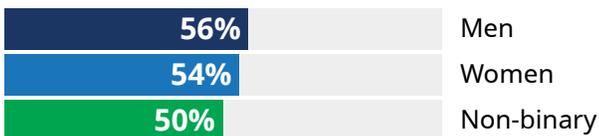
Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-5
Non-binary	-15

In this organization the median number of overtime hours worked by women was 5 less than by men and the median number of overtime hours worked by non-binary people was 15 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 pay⁷



In this organization women's average bonus pay is 43% less than men's. For every dollar men earn in average bonus pay, women earn 57 cents in average bonus pay. *

Median bonus pay⁸



In this organization women's median bonus pay is 50% less than men's. For every dollar men earn in median bonus pay, women earn 50 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
■ Non-binary

In this organization, women occupy 68% of the highest paid jobs and 58% 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.