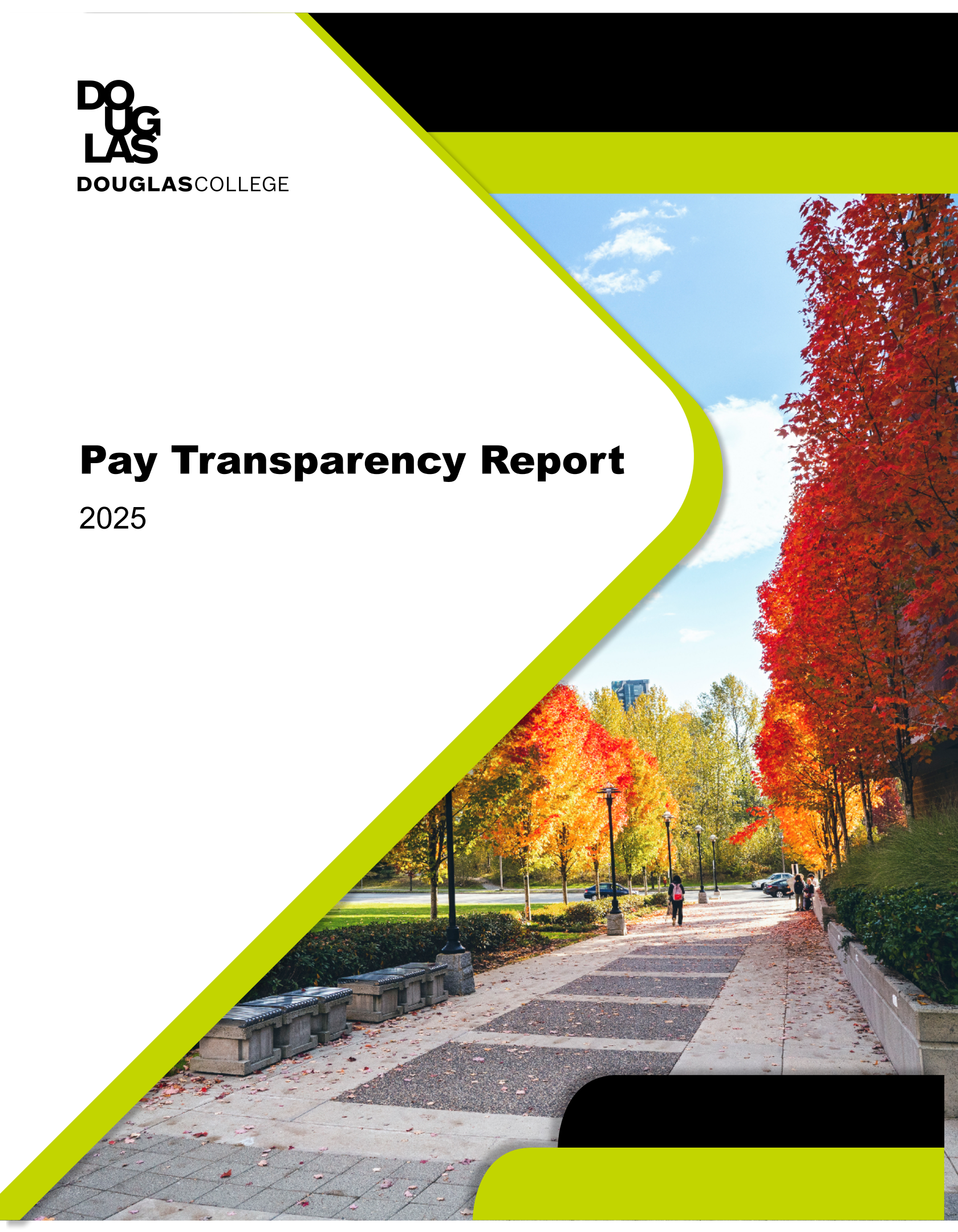




DOUGLAS COLLEGE

Pay Transparency Report

2025



Pay Transparency Report

2025

Employer details

Employer:	Douglas College
Address:	700 Royal Avenue, New Westminster, BC
Reporting Year:	2025
Time Period:	April 1, 2024 – March 31, 2025
NAICS Code:	61 – Educational Services
Number of Employees:	1000 or more

Douglas College is the largest college in British Columbia, educating close to 25,000 students every year in both credit and non-credit courses. The College is noted for combining the academic foundations of a university with the career-ready skills of a college. Douglas is committed to fostering an equitable, accessible, diverse and inclusive campus where all people feel a sense of belonging.

Notes & data constraints

1. The average hourly wages for women are 3% more than men.
2. Relatively few employees self-disclosed as non-binary. As a result, this gender category has been suppressed in certain graphics.
3. For those employees self-disclosing as non-binary, a large percentage held roles designed to be entry level and short term in nature (e.g., Student Assistants). This has resulted in overall lower hourly earnings for this gender category during the reporting period.
4. Approximately one-third of College employees occupy positions that attract overtime pay. This is reflected in the overtime graphic.
5. The prefer not to say/unknown gender category includes those who expressly stated a preference not to disclose their gender, as well as those who did not respond.

Percentage of each gender in each pay quartile ¹

	Men	Women	Non-binary	Prefer not to say / Unknown
Upper hourly pay quartile (highest paid) †	23%	45%	Not available	32%
Upper middle hourly pay quartile †	24%	43%	Not available	35%
Lower middle hourly pay quartile †	19%	55%	Not available	26%
Lowest hourly pay quartile (lowest paid)	35%	48%	2%	15%

In this organization, women occupy 45% of the highest paid jobs and 48% of the lowest paid jobs. Non-binary people occupy 2% of the lowest paid jobs.

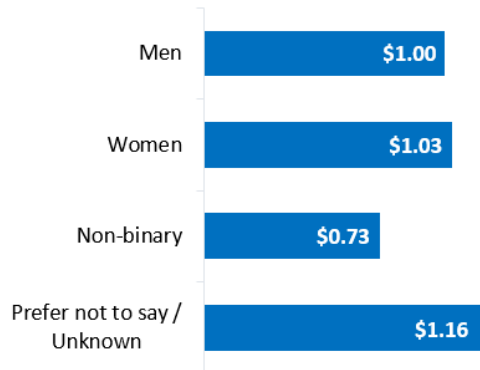
† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Explanatory notes

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

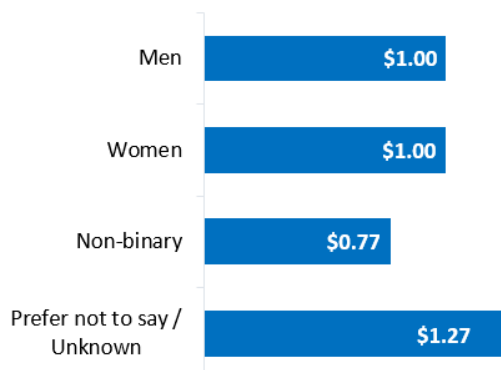
Hourly pay

Mean hourly pay gap ²



In this organization, women's average hourly wages are 3% more than men's and non-binary people's average hourly wages are 27% less than men's. For every dollar men earn in average hourly wages, women earn \$1.03 and non-binary people earn 73 cents in average hourly wages.

Median hourly pay gap ³



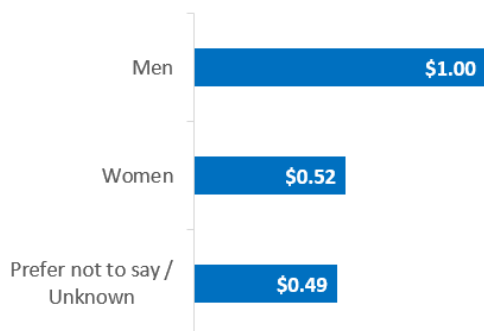
In this organization, women's median hourly wages are 0% less than men's and non-binary people's median hourly wages are 23% less than men's. For every dollar men earn in median hourly wages, women earn \$1.00 and non-binary people earn 77 cents in median hourly wages.

Explanatory notes

2. "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.
3. "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.

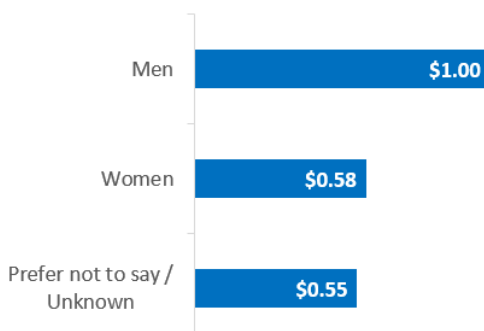
Overtime pay

Mean overtime pay ⁴



In this organization, women's average overtime pay is 48% less than men's. For every dollar men earn in average overtime pay, women earn 52 cents in average overtime pay. *

Median overtime pay ⁵



In this organization, women's median overtime pay is 42% less than men's. For every dollar men earn in median overtime pay, women earn 58 cents in median overtime pay. *

Mean overtime paid hours ⁶

Difference as compared to reference group (Men)

Women	-11
Prefer not to say / Unknown	-13

In this organization the average number of overtime hours worked by women was 11 less than by men. *

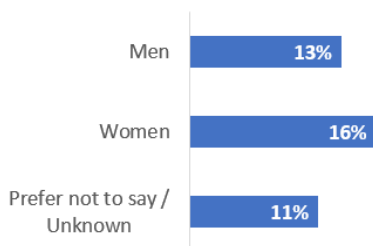
Median overtime paid hours ⁷

Difference as compared to reference group (Men)

Women	-6
Prefer not to say / Unknown	-8

In this organization, the median number of overtime hours worked by women was 6 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 Pay⁸

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median Bonus Pay⁹

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving bonus pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Note: The bonus pay section is not applicable to College employees as they are ineligible.

Explanatory notes

- 8. "Mean bonus pay" refers to bonus pay when averaged for each group.
- 9. "Median bonus pay" refers to the middle point of bonus pay for each group.

* 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.