

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY

Pay transparency report

BCIT delivers flexible, relevant, and future-proof education that prepares learners to provide applied solutions to industry challenges. BCIT has five campuses, 300+ programs, and over 45,000 students enrolled each year. We are committed to ensuring that employees have the opportunity to develop and grow, while feeling valued, supported, and connected. Our people are what makes BCIT distinct and are integral to advancing our vision of empowering people, shaping BC, and inspiring global progress. BCIT's first Pay Transparency report provides a baseline to begin reviewing and improving future pay practices at the Institute to address pay variances between genders. Several factors such as availability of gender information, hours of work and employment types can influence results. Pay practices are influenced by sector pay programs and collective agreements. BCIT strives to foster a respectful and inclusive working and learning environment. Learn more about other respect, diversity and inclusion initiatives (<https://www.bcit.ca/respect/>).

Employer details

Employer:	BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY
Address:	555 SEYMOUR ST., VANCOUVER, BC
Reporting Year:	2025
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	61 - Educational services
Number of Employees:	1000 or more



Hourly pay

Mean hourly pay gap¹

\$1.00	Men
\$0.94	Women
\$1.12	Prefer not to say / Unknown

In this organization women's average hourly wages are 6% less than men's. For every dollar men earn in average hourly wages, women earn 94 cents in average hourly wages. *

Median hourly pay gap²

\$1.00	Men
\$0.81	Women
\$1.02	Prefer not to say / Unknown

In this organization women's median hourly wages are 19% less than men's. For every dollar men earn in median hourly wages, women earn 81 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

Mean overtime pay³

\$1.00	Men
\$0.96	Women
\$1.19	Prefer not to say / Unknown

In this organization women's average overtime pay is 4% less than men's. For every dollar men earn in average overtime pay, women earn 96 cents in average overtime pay. *

Median overtime pay⁴

\$1.00	Men
\$0.75	Women
\$1.19	Prefer not to say / Unknown

In this organization women's median overtime pay is 25% less than men's. For every dollar men earn in median overtime pay, women earn 75 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	5
Prefer not to say / Unknown	8

In this organization the average number of overtime hours worked by women was 5 more than by men. *

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-1
Prefer not to say / Unknown	0

In this organization the median number of overtime hours worked by women was 1 less than by men. *

Percentage of employees in each gender category receiving overtime pay

16%	Men
12%	Women
13%	Prefer not to say / Unknown

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 pay ⁷

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

Median bonus pay ⁸

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

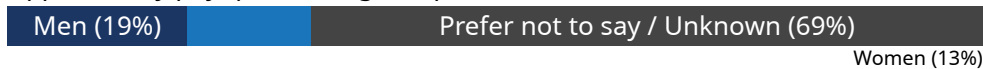
Percentage of employees in each gender category receiving bonus pay

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



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
■ Prefer not to say / Unknown

In this organization, women occupy 13% of the highest paid jobs and 26% of the lowest paid jobs.

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

Data constraints

The gender data used in this report was collected through a gender self-disclosure process in September 2025, pursuant to sections 26 (a) and (c) of the Freedom of Information and Protection of Privacy Act (https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/96165_00). Pay information includes all employees who worked or were paid in 2024 payroll calendar year (Dec 23, 2023 to Dec 20, 2024). Employees who have left BCIT or did not respond are categorized in the "Prefer not to say/Unknown". Bonus pay is not a pay component at BCIT.

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.
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.