

Douglas College

Pay transparency report

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. This is the College's first pay transparency report which will serve as a baseline comparison for future reports.

Employer details

Employer:	Douglas College
Address:	P.O. Box 2503 Stn Main 700 Royal Avenue, New Westminster, BC
Reporting Year:	2024
Time Period:	April 1, 2023 - March 31, 2024
NAICS Code:	61 - Educational services
Number of Employees:	1000 or more



Hourly pay

Mean hourly pay gap¹

\$1.00	Men
\$1.00	Women
\$0.69	Non-binary
\$1.11	Prefer not to say / Unknown

In this organization women's average hourly wages are 0% more than men's and non-binary people's average hourly wages are 31% less than men's. For every dollar men earn in average hourly wages, women earn \$1.00 and non-binary people earn 69 cents in average hourly wages.

Median hourly pay gap²

\$1.00	Men
\$1.00	Women
\$0.61	Non-binary
\$1.16	Prefer not to say / Unknown

In this organization women's median hourly wages are 0% less than men's and non-binary people's median hourly wages are 39% less than men's. For every dollar men earn in median hourly wages, women earn \$1.00 and non-binary people earn 61 cents in median hourly wages.

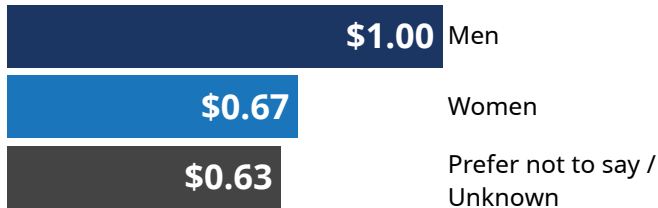
Explanatory notes

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.



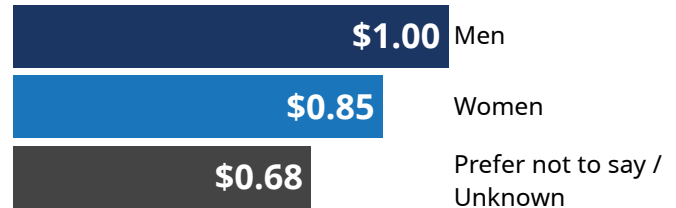
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 33% less than men's. For every dollar men earn in average overtime pay, women earn 67 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 15% less than men's. For every dollar men earn in median overtime pay, women earn 85 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-6
Prefer not to say / Unknown	-7

In this organization the average number of overtime hours worked by women was 6 less than by men. *

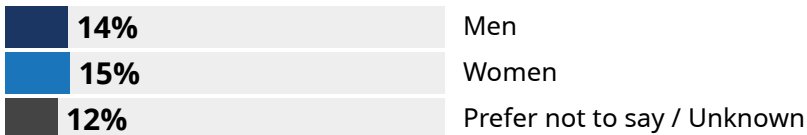
Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-1
Prefer not to say / Unknown	-1

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



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.

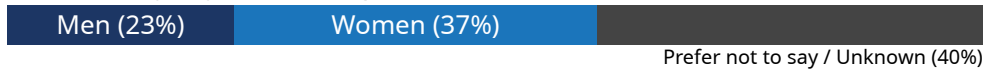
Percentage of employees in each gender category receiving bonus pay

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



Percentage of each gender in each pay quartile ⁹

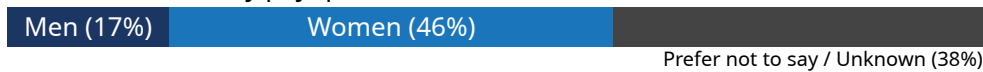
Upper hourly pay quartile (highest paid) †



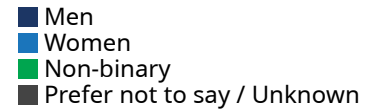
Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid)



In this organization, women occupy 37% of the highest paid jobs and 45% 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

- "Mean bonus pay" refers to bonus pay when averaged for each group.
- "Median bonus pay" refers to the middle point of bonus pay for each group.
- "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

Data constraints

(1) Relatively few employees self-disclosed as non-binary. As such, this gender category has been suppressed in certain graphics. (2) Of the 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. (3) Approximately one-third of College employees occupy positions that attract overtime pay. This is reflected in the overtime graphic. (4) A College-wide effort to encourage voluntary disclosure of gender identity information from employees began in June 2024. Our gender identity response rate is expected to increase over time as this effort continues. (5) Individuals who were active during the reporting period and left the College without providing gender information were listed as "Prefer not to say/Unknown".

- * 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.