ANHBC

Pay Transparency Report

Nov 1, 2026

ASSOCIATION OF
NEIGHBOURHOOD
HOUSES BC

Employer Details

Employer:	Association of Neighbourhood Houses of British Columbia
Address:	203 - 3102 Main Street, Vancouver, BC
Reporting Year:	2026
Time Period:	April 1, 2025 - March 31, 2026
NAICS Code:	62 - Health care and social assistance
Number of Employees:	1000 or more

Introduction

The Association of Neighbourhood Houses of BC (ANHBC) builds healthy and engaged neighbourhoods by connecting people and strengthening their capacity to create change. ANHBC is the network of nine neighbourhood houses and an Outdoor Centre across Metro Vancouver. We operate more than 500 community-based programs and services for a diversity of participants. From child care and youth services to newcomers and family programs, to food justice and seniors' engagement, our work is rooted in empowering neighbours to strengthen the places they live, work and belong. Our holistic approach supports the whole person, the whole family, and the whole neighbourhood — fostering connections, resilience, and belonging.

We are guided by our commitment to Transformation and Values rooted in justice, equity and inclusion, and we actively work to ensure our team reflects the diversity of the communities we work alongside. Our people bring a wide range of lived experiences, cultural backgrounds, and perspectives, enriching how we deliver programs and connect with community members. Over the years, ANHBC has committed to ensuring that our policies and practices are inclusive for all genders, including:

- Developing an organizational wide Total Rewards Philosophy to guide ANHBC through five key pillars including compensation, benefits, work life balance, career and learning development opportunities, and recognition.
- Implementing new compensation framework to ensure jobs and salaries are classified fairly, regardless of gender and launching a new wage grid available to all ANHBC employees.
- Introducing a gender affirmation care benefit.
- Continuously creating and improving resources, tools, and training to support leaders and their teams at all stages of the employee lifecycle.

With over 900+ employees, ANHBC continues to grow and evolve. Most of our team work directly in child care and community-facing roles, supported by their team leaders, and other colleagues behind the scenes in administrative, operational, finance and HR roles. Together, we are building a workforce and communities grounded in inclusion, respect, and shared purpose.

Data Used in This Report

ANHBC prepared this report using employee payroll data and self-reported gender information for the period of April 1, 2025, to March 31, 2026. This is the second year ANHBC has prepared a Pay Transparency Report. Hourly pay is calculated as each employee's regular earnings are divided by their regular hours worked.

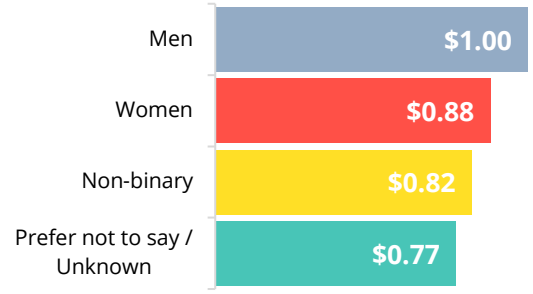
This year, ANHBC introduced an internal set of gender identity options in our HR information system, informed based on collective feedback from our employees. Employees could choose from nine options: Female, Male, Nonbinary, Two-spirit, Gender Fluid, Questioning, Transgender, I do not see my gender on this list, and Prefer not to say.

To meet the requirements of the Pay Transparency Act, certain genders were grouped together into the four reporting classifications required for reporting: women, men, nonbinary, and prefer not to say/unknown. Employees who selected Female, Male or Nonbinary were placed in the respective corresponding category. All other responses, including Two-spirit, Gender Fluid, Questioning, Transgender, I do not see my gender on this list and Prefer not to say, were placed in the Prefer not to say / Unknown category. The Prefer not to say / Unknown category includes employees who did not provide their gender options. Results for the expanded groups are shown in the Appendix.

As gender self-disclosure is voluntary, the demographics in this report include 4.97% men, 47.73% women, 1.18% non-binary, and 46.13% Prefer not to say / Unknown.

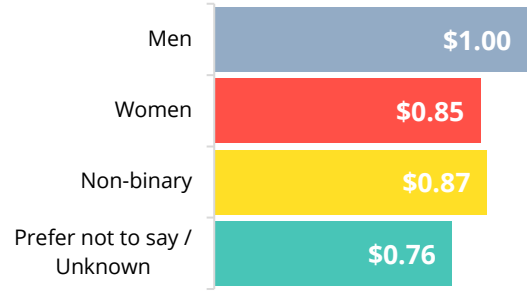
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 12% less than men's and non-binary people's average hourly wages are 18% less than men's. For every dollar men earn in average hourly wages, women earn 88 cents and non-binary people earn 82 cents in average hourly wages.

Median hourly pay gap[2]



In this organization women's median hourly wages are 15% less than men's and non-binary people's median hourly wages are 13% less than men's. For every dollar men earn in median hourly wages, women earn 85 cents and non-binary people earn 87 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 pay[3]

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

Median overtime pay[4]

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

Mean overtime paid hours[5]

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

Median overtime paid hours[6]

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

Percentage of employees in each gender category receiving overtime pay

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

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.

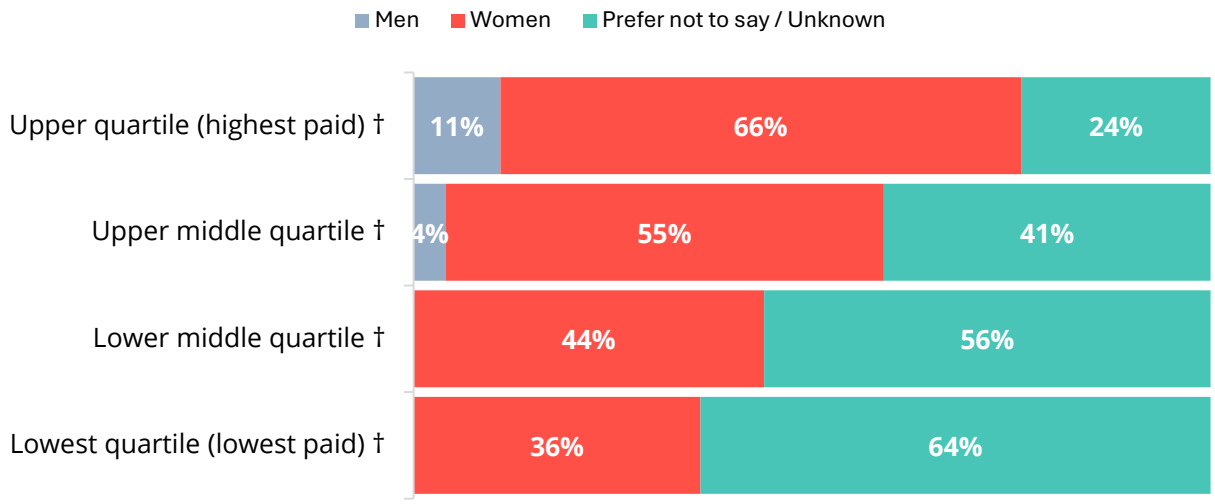
Percentage of employees in each gender category receiving bonus pay

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

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.
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]



In ANHBC, women occupy 66% of the highest paid jobs and 36% of the lowest paid jobs. Employees who prefer not to say or whose gender is unknown occupy 24% of the highest paid jobs and 64% of the lowest paid jobs.

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

Data constraints

Fewer than 10 men received overtime pay during the reporting period, so overtime measures are not displayed in order to protect employee privacy. ANHBC did not pay bonuses or special salary during the reporting period.

Explanatory notes

9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay. Non-binary employees are suppressed in all four quartiles, and men are suppressed in the lower middle and lowest quartiles, because each had fewer than 10 employees in those quartiles. Percentages may not add to 100% due to rounding.

Appendix

The BC Pay Transparency Act requires results in four gender categories: men, women, non-binary people, and prefer not to say / unknown.

This year, ANHBC invited employees to share their gender identity using an expanded set of nine options, designed based on collective feedback from our employees: Female, Male, Nonbinary, Two-spirit, Gender Fluid, Questioning, Transgender, I do not see my gender on this list, and Prefer not to say.

This appendix shows results for each option separately. To protect privacy, results are only shown for options selected by 10 or more employees.

The gaps show how much lower each group's hourly wages are than those of employees who selected Male, the comparison group.

Gender identity	Mean hourly gap	Median hourly gap
Male	Comparison group	Comparison group
Female	12%	15%
Nonbinary	18%	13%
Prefer not to say	16%	12%
Two-spirit	Not displayed	Not displayed
Gender Fluid	Not displayed	Not displayed
Questioning	Not displayed	Not displayed
Transgender	Not displayed	Not displayed
I do not see my gender on this list	Not displayed	Not displayed
Employees who did not provide their gender options	23%	24%

Notes

- Hourly wages are regular earnings divided by regular hours worked. They exclude overtime and bonuses.
- Not displayed: fewer than 10 employees selected this option, so results are withheld to protect privacy. This follows the same rule as the BC Pay Transparency Reporting Tool.
- In the main report, Two-spirit, Gender Fluid, Questioning, Transgender, I do not see my gender on this list and Prefer not to say are included in the Prefer not to say / Unknown category, as required by the BC Pay Transparency Act.

Reporting period: April 1, 2025 to March 31, 2026.