Pay transparency report

This is BC Parks Foundation's first pay transparency report, given that we reached 50 employees in 2025. It covers January 1 to December 31, 2025, and gives us a baseline to measure our progress against in future years.

In 2025, women made up nearly three-quarters of our workforce and around two-thirds of our senior leadership (our highest-paid quartile). Men made up a smaller proportion of our overall workforce and were mostly concentrated in our mid-range roles.

Our mean and median hourly pay gaps are driven by a range of factors, including which roles different genders occupy. For example, a high proportion of women in seasonal and entry level roles impacts the median, and the highest senior-level hourly rate impacts the mean. Removing factors affecting the mean, women's average hourly pay is 0.1% higher than men's. We regularly review pay ranges for all role levels as part of our annual compensation cycle and will do so again in FY28. We also increased pay in our lowest permanent pay band to align with the Metro Vancouver living wage, effective April 1, 2026, and this change is not reflected in the current report but will appear in next year's results. We're committed to sharing accurate, transparent information to guide our future planning and people decisions.

Employer details

Employer:	BC PARKS FOUNDATION
Address:	300 - 2288 MANITOBA ST, VANCOUVER, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	81 - Other services (except public administration)
Number of Employees:	50-299

Hourly pay

MEAN HOURLY PAY GAP[1]



In this organization women's average hourly wages are 16% less than men's. For every dollar men earn in average hourly wages, women earn 84 cents in average hourly wages.*

MEDIAN HOURLY PAY GAP[2]



In this organization women's median hourly wages are 14% less than men's. For every dollar men earn in median hourly wages, women earn 86 cents in median hourly wages. *

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 isinsufficient 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.

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.
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.

Overtime 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 OVERTIME PAY

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

Percentage of each gender in each pay quartile[9]



In this organization, women occupy 100% of the highest paid jobs and 100% of the lowest paid jobs.

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

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.

DATA CONSTRAINTS

Hourly pay is calculated by dividing each employee's ordinary pay for the year by the hours they worked. Overtime is excluded. BC Parks Foundation does not pay bonuses, so the bonus pay section has no data to report. Part-time, casual and partial-year staff are included based on their actual hours. The mean is the average hourly pay for each group, and can be moved significantly by a small number of very high or very low salaries. The median is the middle value when everyone in a group is ranked from lowest to highest paid. It reflects what a typical person earns and is less affected by a few very high or low rates. However, it will shift if the mix of people changes, for example if more people are hired into lower or higher hourly wage roles.

To protect employee privacy, the Pay Transparency Act requires data to be suppressed for any gender category with fewer than 10 employees. As a result, the pay quartile section shows women at 100% in every quartile. This is because no individual quartile has 10 or more men, not because men are absent from those pay ranges. For the same reason, overtime measures and results for non-binary employees and employees whose gender is unknown are not shown.

*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.