

Pay Transparency Report 2024

REPORTING PERIOD: JAN 2023 – DEC 2023



snəwəyət leləm.

Langara.

LANGARA COLLEGE

Pay transparency report

About Langara College's Workforce Located in beautiful Vancouver, B.C., Canada, snə́weyə́ł lelə́m Langara College offers University, Career, and Continuing Studies education to over 23,000 students annually. With more than 1,700 courses and 130 programs, Langara College's expansive academic offerings empower students of all ages, backgrounds, and life stages to choose their own educational paths. The college is also known as snə́weyə́ł lelə́m, meaning 'house of teachings,' a name bestowed by the Musqueam First Nation, on whose traditional, ancestral, unceded, and present-day territory the college resides. Langara College employs more than 2,000 individuals in full- and part-time roles across faculty, administrative, and support functions. Women make up over 60% of our workforce; however, the overall disparity in pay and overtime between men and women can be attributed to the underrepresentation of women in higher-paying technical positions. These findings are consistent with trends in the higher education sector. We are committed to continual improvement in our Equity, Diversity, and Inclusion (EDI) efforts, with pay equity being an essential aspect of this work.

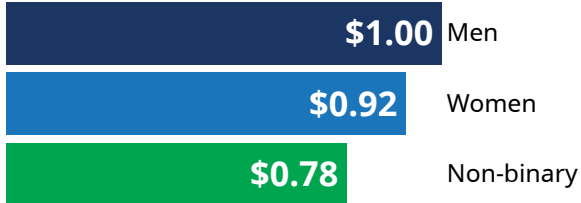
Employer details

Employer:	LANGARA COLLEGE
Address:	100 WEST 49TH AVENUE, VANCOUVER, BC
Reporting Year:	2024
Time Period:	January 1, 2023 - December 31, 2023
NAICS Code:	61 - Educational services
Number of Employees:	1000 or more



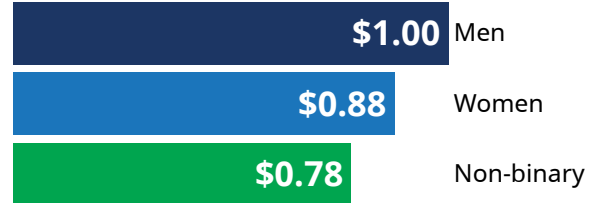
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 8% less than men's and non-binary people's average hourly wages are 22% less than men's. For every dollar men earn in average hourly wages, women earn 92 cents and non-binary people earn 78 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 12% less than men's and non-binary people's median hourly wages are 22% less than men's. For every dollar men earn in median hourly wages, women earn 88 cents and non-binary people earn 78 cents in median hourly wages. *

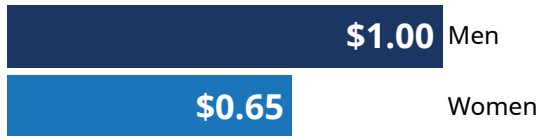
Explanatory notes

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.



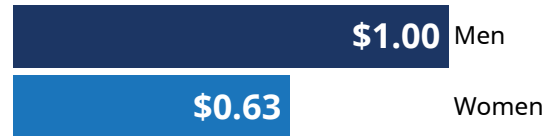
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 35% less than men's. For every dollar men earn in average overtime pay, women earn 65 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 37% less than men's. For every dollar men earn in median overtime pay, women earn 63 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-4
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In this organization the average number of overtime hours worked by women was 4 less than by men. *

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-2
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In this organization the median number of overtime hours worked by women was 2 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) †



■ Men
 ■ Women
 ■ Non-binary

In this organization, women occupy 54% of the highest paid jobs and 63% 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

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

Langara College fosters a culture that welcomes and includes everyone. We have non-binary representation at every level within the college, but the number of individuals in these roles does not always support adequate representation in pay equity reporting. Our Department of Equity, Diversity, and Inclusion (EDI) is actively working on several projects across the college, including the development of the College's EDI strategy to enhance non-binary representation as part of our broader commitment to equity.

- * 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.