

# Association of Doctors of BC Pay Transparency Report

Operating Name is Doctors of BC

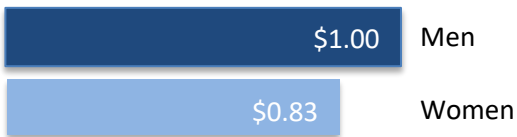
## Employer details

<b>Employer:</b>	Association of Doctors of BC
<b>Address:</b>	115 - 1665 West Broadway, Vancouver, BC
<b>Reporting Year:</b>	2025
<b>Time Period:</b>	January 1, 2024 - December 31, 2024
<b>NAICS Code:</b>	54 - Professional, scientific and technical services
<b>Number of Employees:</b>	300-999



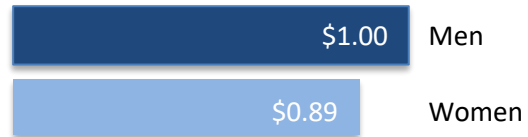
## Hourly pay

### Mean Hourly Pay Gap <sup>1</sup>



In this organization women's average hourly wages are 17% less than men's. For every dollar men earn in average hourly wages, women earn 83 cents in average hourly wages. \*

### Median Hourly Pay Gap <sup>2</sup>



In this organization women's median hourly wages are 11% less than men's. For every dollar men earn in median hourly wages, women earn 89 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 difference in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.

## How We Compare

Doctors of BC's Median Hourly Pay Gap compared to Canada and British Columbia's most recent external benchmarks:



Doctors of BC’s median hourly pay gap is narrower than the BC average and nearly on par with the national average, reflecting the organization’s ongoing work to support fair and equitable pay practices.



➤ **Why use the median vs the mean?**

While both mean and median calculations provide insight into pay differences, the median is widely accepted as the better indicator of typical monetary earnings because it represents the midpoint in the salary distribution — half of employees earn above this point and half earn below. This means it is not skewed by a small number of very high or very low salaries like the average or ‘mean’ often is when comparing earnings. As such, the median better reflects the “typical” employee’s experience.

**Where the Pay Gap Exists: A Closer Look by Pay Quartile**

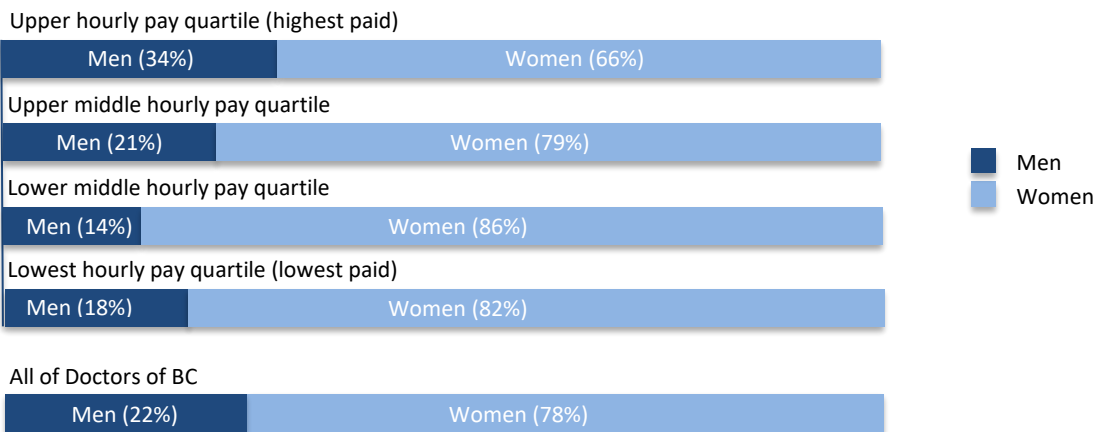
A more detailed analysis of Doctors of BC’s results helps pinpoint where gender pay differences occur. The table below shows average pay for women compared to men across the organization and within each pay quartile:

Pay Quartile	Mean	Median
Entire Organization	\$0.83	\$0.89
Top 25% of Earners	\$0.88	\$1.00
Upper-Middle 25%	\$0.98	\$0.98
Lower-Middle 25%	\$1.00	\$0.99
Bottom 25% of Earners	\$1.03	\$0.97

Within pay quartiles, pay differences between men and women are minimal, with several quartiles showing that women are paid equally to or slightly more than men. This indicates that the overall organizational gap is likely driven by unequal gender representation amongst the pay quartiles, not unequal pay for the same work.



**Percentage of each gender in each pay quartile <sup>3</sup>**



## Explanatory notes

3. “Pay quartile” refers to the percentage of each gender within four equal sized groups based on their hourly pay.

### Overall Workforce Composition:

- Men make up 22% of the organization’s workforce but 34% of the top earning quartile.
- Women make up 78% of the organization but only 66% of the top earning quartile.

Further analysis of gender representation across pay quartiles confirms that Doctors of BC’s overall gender pay gap is primarily driven by differences in gender representation across job levels within the organization, rather than the result of unequal pay for equal work.



## Overtime pay

### Mean overtime pay<sup>4</sup>

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

### Median overtime pay<sup>5</sup>

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

### Mean overtime paid hours<sup>6</sup>

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

### Median overtime paid hours<sup>7</sup>

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

4. “Mean overtime pay” refers to overtime pay when averaged for each group.
5. “Median overtime pay” refers to the middle point of overtime pay for each group.
6. “Mean overtime paid hours” refers to the average number of hours of overtime worked for each group.
7. “Median overtime paid hours” refers to the middle point of number of overtime hours worked for each group.