

# Capilano University

## Pay transparency report

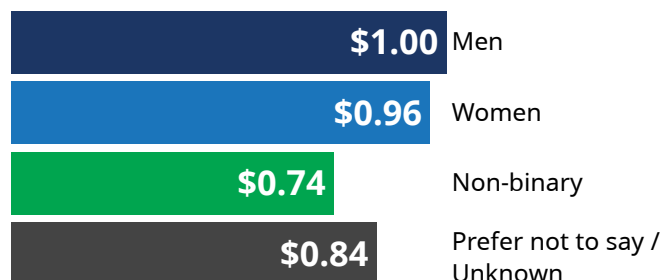
### Employer details

Employer:	Capilano University
Address:	2055 Purcell Way, North Vancouver, BC
Reporting Year:	2024
Time Period:	April 1, 2023 - March 31, 2024
NAICS Code:	61 - Educational services
Number of Employees:	1000 or more



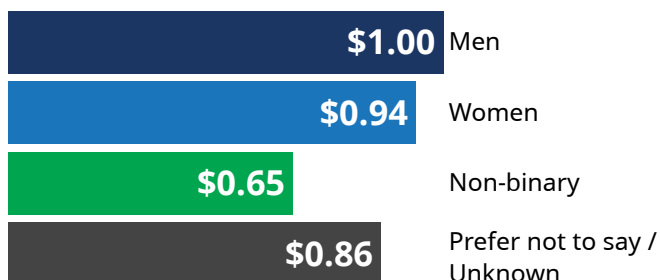
### Hourly pay

#### Mean hourly pay gap<sup>1</sup>



In this organization women's average hourly wages are 4% less than men's and non-binary people's average hourly wages are 26% less than men's. For every dollar men earn in average hourly wages, women earn 96 cents and non-binary people earn 74 cents in average hourly wages.

#### Median hourly pay gap<sup>2</sup>



In this organization women's median hourly wages are 6% less than men's and non-binary people's median hourly wages are 35% less than men's. For every dollar men earn in median hourly wages, women earn 94 cents and non-binary people earn 65 cents in median hourly wages.

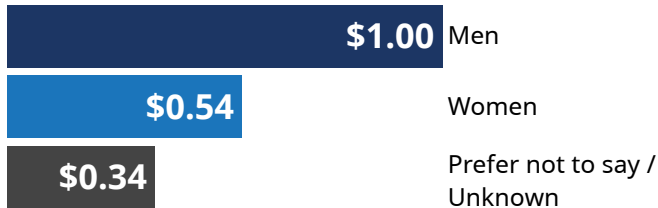
#### Explanatory notes

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.



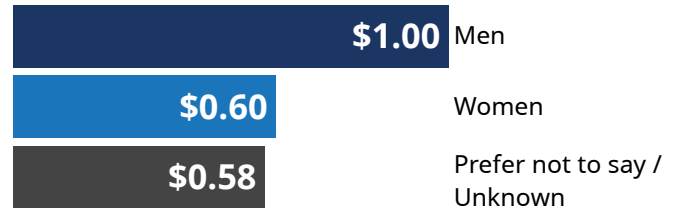
## Overtime pay

### Mean overtime pay<sup>3</sup>



In this organization women's average overtime pay is 46% less than men's. For every dollar men earn in average overtime pay, women earn 54 cents in average overtime pay. \*

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



In this organization women's median overtime pay is 40% less than men's. For every dollar men earn in median overtime pay, women earn 60 cents in median overtime pay. \*

### Mean overtime paid hours<sup>5</sup>

Difference as compared to reference group (Men)

Women	-31
Prefer not to say / Unknown	-48

In this organization the average number of overtime hours worked by women was 31 less than by men. \*

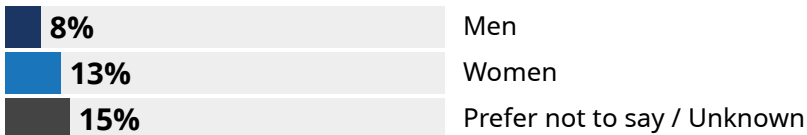
### Median overtime paid hours<sup>6</sup>

Difference as compared to reference group (Men)

Women	-11
Prefer not to say / Unknown	-15

In this organization the median number of overtime hours worked by women was 11 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 <sup>7</sup>

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

### Median bonus pay <sup>8</sup>

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 <sup>9</sup>

### Upper hourly pay quartile (highest paid) †



### Upper middle hourly pay quartile †



### Lower middle hourly pay quartile †



### Lowest hourly pay quartile (lowest paid) †



■ Men  
 ■ Women  
 ■ Prefer not to say / Unknown

In this organization, women occupy 51% of the highest paid jobs and 55% of the lowest paid jobs.

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

### Data constraints

Data included follow the fiscal year, however faculty members follow the academic year (September to August). Special salary and bonus salary are not available for employees. Fewer than 15 employees (less than 1%) have self-identified as non-binary; therefore, the non-binary group mean and median hourly pay data may not accurately represent this group. For the hourly mean and median overtime pay, there are more men who have higher salaries doing overtime than women. Faculty overtime information is not included in the report.

### 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.

\* 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.