

LEO STREET YOUTH AND FAMILY SERVICES SOCIETY

Pay transparency report

Leo Street Youth and Family Services is committed to following equitable pay practices and doing our part in closing the gender pay gap. We believe that fair and transparent compensation practices foster an inclusive work environment.

This Pay Transparency Report has been prepared in accordance with the British Columbia Pay Transparency Act. We are committed to following the guidelines and continuing our commitment to equitable pay practices. Our findings report that men and women in our organization are paid relatively the same, with women earning slightly more than men (by 2%).

Women are more highly represented in leadership positions within the organization. This representation contributes to differences in bonus pay, with the data showing that for every \$1.00 earned in bonus pay by men, women earned \$1.12.

Employer details

Employer:	LEO STREET YOUTH AND FAMILY SERVICES SOCIETY
Address:	#204, 3993 Henning Drive, Burnaby, BC, BC
Reporting Year:	2026
Time Period:	April 1, 2025 - March 31, 2026
NAICS Code:	62 - Health care and social assistance
Number of Employees:	300-999



Hourly pay

Mean hourly pay gap¹

\$1.00	Men
\$1.02	Women

In this organization women's average hourly wages are 2% more than men's. For every dollar men earn in average hourly wages, women earn \$1.02 in average hourly wages. *

Median hourly pay gap²

\$1.00	Men
\$1.00	Women

In this organization women's median hourly wages are 0% less than men's. For every dollar men earn in median hourly wages, women earn \$1.00 in median hourly wages. *



Overtime pay

Mean overtime pay³

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

Median overtime pay⁴

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

Mean overtime paid hours⁵

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

Median overtime paid hours⁶

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.

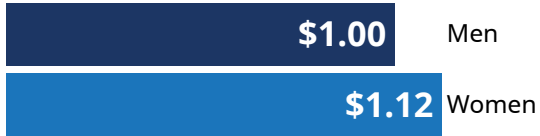
Explanatory notes

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.



Bonus pay

Mean bonus pay ⁷



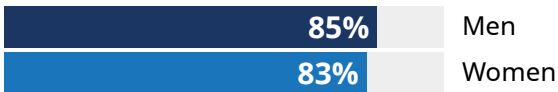
In this organization women's average bonus pay is 12% more than men's. For every dollar men earn in average bonus pay, women earn \$1.12 in average bonus pay. *

Median bonus pay ⁸



In this organization women's median bonus pay is 7% more than men's. For every dollar men earn in median bonus pay, women earn \$1.07 in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



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.



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

In this organization, women occupy 73% of the highest paid jobs and 64% of the lowest paid jobs.

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

Explanatory notes

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.