

Capilano University

Pay transparency report

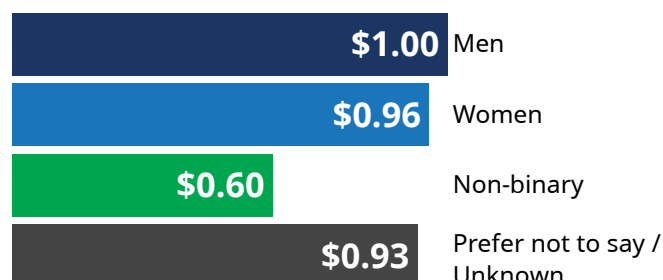
Employer details

Employer:	Capilano University
Address:	2055 Purcell Way, North Vancouver, BC
Reporting Year:	2025
Time Period:	April 1, 2024 - March 31, 2025
NAICS Code:	61 - Educational services
Number of Employees:	1000 or more



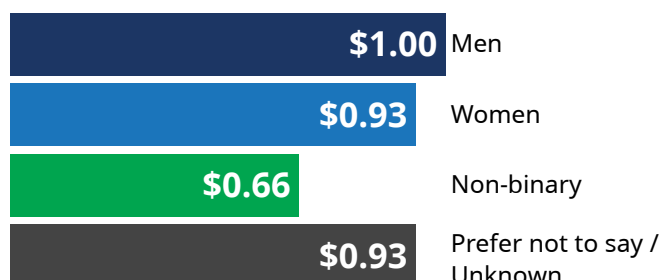
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 4% less than men's and non-binary people's average hourly wages are 40% less than men's. For every dollar men earn in average hourly wages, women earn 96 cents and non-binary people earn 60 cents in average hourly wages.

Median hourly pay gap²



In this organization women's median hourly wages are 7% less than men's and non-binary people's median hourly wages are 34% less than men's. For every dollar men earn in median hourly wages, women earn 93 cents and non-binary people earn 66 cents in median hourly wages.

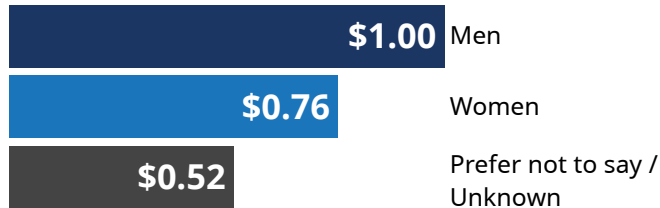
Explanatory notes

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.



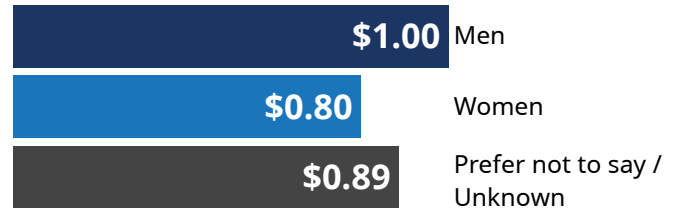
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 24% less than men's. For every dollar men earn in average overtime pay, women earn 76 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 20% less than men's. For every dollar men earn in median overtime pay, women earn 80 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-10
Prefer not to say / Unknown	-25

In this organization the average number of overtime hours worked by women was 10 less than by men. *

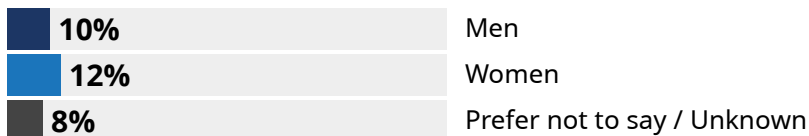
Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	0
Prefer not to say / Unknown	3

In this organization the median number of overtime hours worked by women was 0 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 pay⁷

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

Median bonus pay⁸

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 quartile⁹

Upper hourly pay quartile (highest paid) †



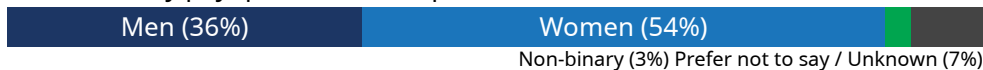
Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid)



■ Men
■ Women
■ Non-binary
■ Prefer not to say / Unknown

In this organization, women occupy 49% of the highest paid jobs and 54% of the lowest paid jobs. Non-binary people occupy 3% 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

- 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 17 employees (1%) have self-identified as non-binary; therefore, the non-binary group mean and median hourly pay data may not accurately represent this group.
- Faculty overtime information is not included in the report.
- Unknown gender (X) accounts for 9% of the population, which may influence the interpretation of gender-based result.

* 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.