INCLUSION LANGLEY SOCIETY
Pay transparency report

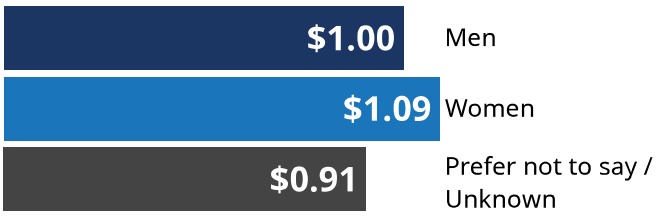
This report is intended to provide transparency regarding compensation within our organization and should be considered alongside factors such as workforce composition, job classifications, collective agreement provisions, and employee self-identification data. Gender information is collected through voluntary self-identification, and employees may choose not to disclose this information. As a result, reported outcomes may be influenced by workforce composition and participation rates in self-identification.

Employer details

Employer:	INCLUSION LANGLEY SOCIETY
Address:	23535-44th Avenue, Langley, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	62 - Health care and social assistance
Number of Employees:	300-999

Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 9% more than men's. For every dollar men earn in average hourly wages, women earn $1.09 in average hourly wages. *

Median hourly pay gap[2]



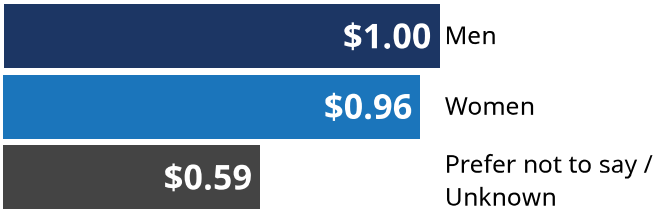
In this organization women's median hourly wages are 6% more than men's. For every dollar men earn in median hourly wages, women earn $1.06 in median hourly wages. *

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.

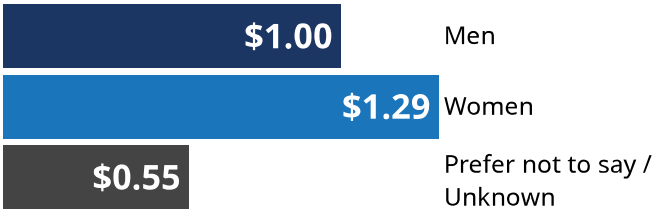
Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 4% less than men's. For every dollar men earn in average overtime pay, women earn 96 cents in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 29% more than men's. For every dollar men earn in median overtime pay, women earn $1.29 in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	-2
Prefer not to say / Unknown	-16

In this organization the average number of overtime hours worked by women was 2 less than by men. *

Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	5
Prefer not to say / Unknown	-9

In this organization the median number of overtime hours worked by women was 5 more than by men. *

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

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]

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

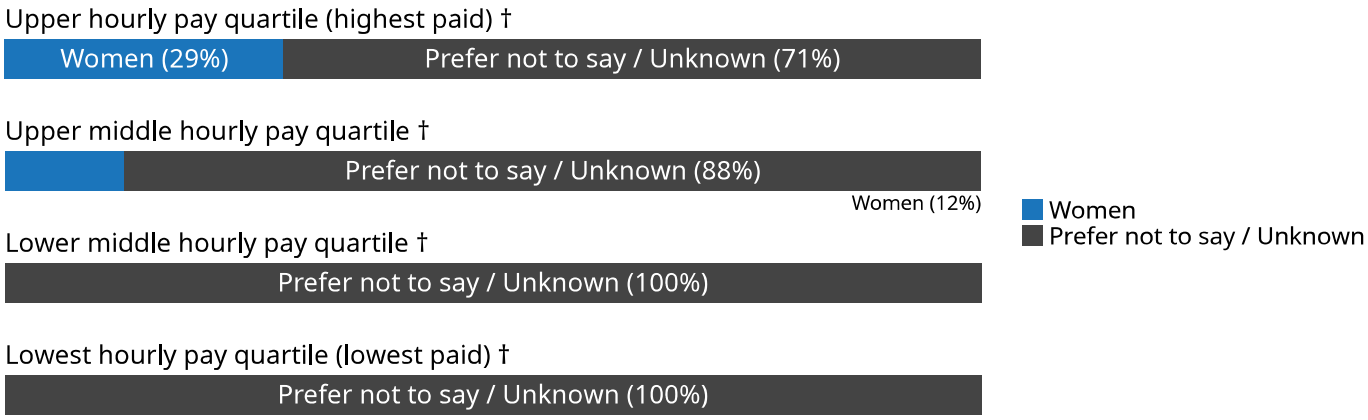
Median bonus pay [8]

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]



In this organization, women occupy 29% of the highest paid jobs. Prefer not to say / Unknown occupy 71% of the highest paid jobs and 100% of the lowest paid jobs.

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

Data constraints

A substantial portion of our workforce is represented by BCGEU and HSA bargaining units. As a result, compensation for the majority of positions is governed by collective agreements with established wage grids and progression schedules. This may influence the organization's pay transparency results and should be considered when interpreting reported pay differences.

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.