

Victoria Native Friendship Centre

Pay transparency report

This is the first reporting year for this report.

Employer details

Employer:	Victoria Native Friendship Centre
Address:	231 Regina Ave, Victoria, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	81 - Other services (except public administration)
Number of Employees:	50-299



Hourly pay

Mean hourly pay gap¹

\$1.00	Men
\$0.99	Women
\$0.97	Non-binary
\$0.93	Prefer not to say / Unknown

In this organization women's average hourly wages are 1% less than men's and non-binary people's average hourly wages are 3% less than men's. For every dollar men earn in average hourly wages, women earn 99 cents and non-binary people earn 97 cents in average hourly wages.

Median hourly pay gap²

\$1.00	Men
\$1.05	Women
\$1.09	Non-binary
\$1.01	Prefer not to say / Unknown

In this organization women's median hourly wages are 5% more than men's and non-binary people's median hourly wages are 9% more than men's. For every dollar men earn in median hourly wages, women earn \$1.05 and non-binary people earn \$1.09 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

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.



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.

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.
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
■ Prefer not to say / Unknown

In this organization, women occupy 58% of the highest paid jobs and 26% 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.