

FRASER VALLEY ABORIGINAL CHILDREN AND FAMILY SERVICES SOCIETY

Pay transparency report

Xyólheméylh, also known as the Fraser Valley Aboriginal Children and Family Services Society (FVACFSS), is a fully delegated Indigenous service organization supporting the well-being of Indigenous children, youth, and families across the Stó:lō territory from Fort Langley to Yale. Xyólheméylh, from the Halq'eméylem language of the Stó:lō people, signifies the reciprocal relationship between those receiving care and those providing it, reflecting the organization's dedication to protecting and nurturing Indigenous communities. approach every situation guided by our H.E.A.R.T values: Honour, Engage, Accountable, Respect and culturally safe, community-centered services that uphold family unity, child safety, and Rooted in the wisdom of Elders and traditional practices, the organization fosters healing, empowers communities.

Employer details

Employer:	FRASER VALLEY ABORIGINAL CHILDREN AND FAMILY SERVICES SOCIETY
Address:	#7 - 7201 VEDDER ROAD, CHILLIWACK, BC
Reporting Year:	2025
Time Period:	April 1, 2024 - March 31, 2025
NAICS Code:	81 - Other services (except public administration)
Number of Employees:	300-999



Hourly pay

Mean hourly pay gap¹

\$1.00	Men
\$0.94	Women
\$0.96	Prefer not to say / Unknown

In this organization women's average hourly wages are 6% less than men's. For every dollar men earn in average hourly wages, women earn 94 cents in average hourly wages. *

Median hourly pay gap²

\$1.00	Men
\$0.98	Women
\$0.95	Prefer not to say / Unknown

In this organization women's median hourly wages are 2% less than men's. For every dollar men earn in median hourly wages, women earn 98 cents in median hourly wages. *

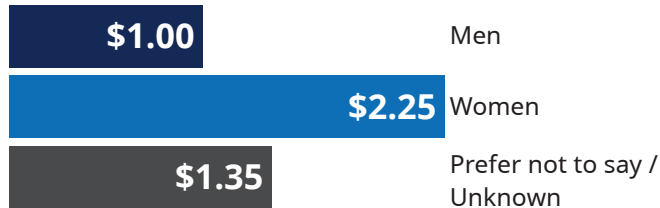
Explanatory notes

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.



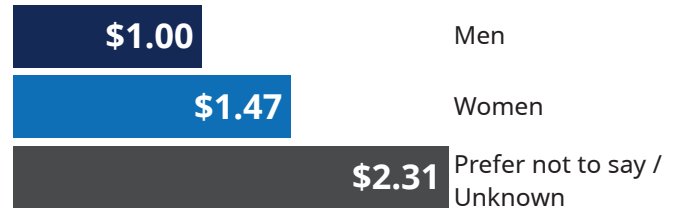
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 125% more than men's. For every dollar men earn in average overtime pay, women earn \$2.25 in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 47% more than men's. For every dollar men earn in median overtime pay, women earn \$1.47 in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	20
Prefer not to say / Unknown	9

In this organization the average number of overtime hours worked by women was 20 more than by men. *

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	4
Prefer not to say / Unknown	11

In this organization the median number of overtime hours worked by women was 4 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.



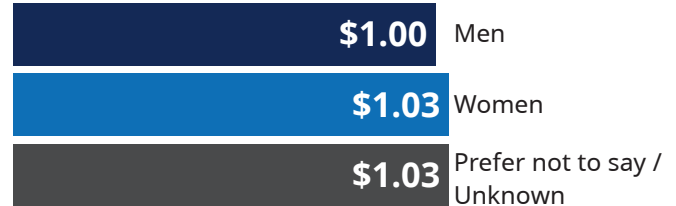
Bonus pay

Mean bonus pay ⁷



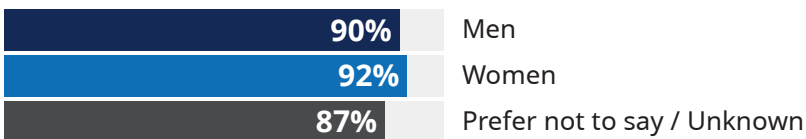
In this organization women's average bonus pay is 2% more than men's. For every dollar men earn in average bonus pay, women earn \$1.02 in average bonus pay. *

Median bonus pay ⁸



In this organization women's median bonus pay is 3% more than men's. For every dollar men earn in median bonus pay, women earn \$1.03 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 †

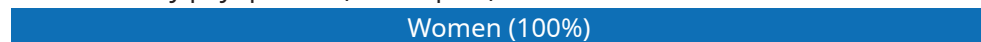


Lower middle hourly pay quartile †



■ Men
■ Women

Lowest hourly pay quartile (lowest paid) †



In this organization, women occupy 83% 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

1. Approximately 80% of employees are represented by a union and covered under the collective agreement.
2. Union employee wages are determined based on hours worked, as stipulated in the collective agreement.
3. Bonus pay is determined in accordance with the criteria set out in the collective agreement.

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.