



B.C. PAVILION CORPORATION

Pay transparency report

Employer details

Employer:	B.C. PAVILION CORPORATION
Address:	#200 - 999 Canada Place, Vancouver, BC
Reporting Year:	2025
Time Period:	April 1, 2024 - March 31, 2025
NAICS Code:	71 - Arts, entertainment and recreation
Number of Employees:	1000 or more

About B.C. Pavilion Corporation

B.C. Pavilion Corporation (PavCo) is a provincial Crown Corporation that owns and operates two world-class facilities: BC Place and the Vancouver Convention Centre. PavCo’s mandate is to generate economic and community benefit for the people of British Columbia, and the organization continues to make a substantial impact on the province through a wide array of events, including international conventions and sports, major trade shows and concerts, and community and cultural gatherings.



Hourly pay

Why is there a pay difference?

Women make up more than 40% of PavCo’s workforce and play a vital role in the organization’s success. However, women remain under-represented in higher-paying senior leadership roles and technical trade roles, contributing to an average pay gap between men and women.

Last fiscal year, PavCo’s Senior Leadership Team (Senior Directors and above) consisted of 22% women (2 out of 9) and 78% men. Recent additions this fiscal year have increased the representation of women to 40% (4 out of 10). PavCo currently has a vacancy within its Senior Leadership Team and is ensuring a diverse talent pool is assessed based on its inclusive hiring practices.

Director-level roles have shifted from 43% women and 57% men last fiscal year to an equal 50/50 split this fiscal year. Despite these improvements, women in director roles still earn less on average than men, with factors such as tenure influencing pay differences. The overall leadership team,

from front-line managers to executive level, is comprised of 56% women and 44% men, with women holding more front-line manager roles than men.

The majority of trades positions at BC Place are held by men within the unionized workforce. Similarly, men make up most of the non-unionized trade roles at the Vancouver Convention Centre. Unionized team members receive standardized pay rates governed by the collective agreement. For non-unionized staff, salaries may vary based on performance and tenure.

Mean hourly pay gap¹



In this organization women's average hourly wages are 4% less than men's. For every dollar men earn in average hourly wages, women earn 96 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 5% less than men's. For every dollar men earn in median hourly wages, women earn 95 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

Overtime eligibility varies by role, with unionized team members governed by the Collective Agreement. Men, who are overrepresented in trades, tend to work more overtime, resulting in higher average overtime pay.

Mean overtime pay³



In this organization women's average overtime pay is 46% less than men's. For every dollar men earn in average overtime pay, women earn 54 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 28% less than men's. For every dollar men earn in median overtime pay, women earn 72 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-12
-------	-----

In this organization the average number of overtime hours worked by women was 12 less than by men. *

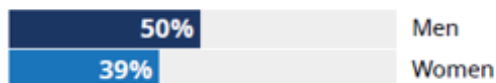
Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-3
-------	----

In this organization the median number of overtime hours worked by women was 3 less 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

All non-unionized staff, from executive level to individual contributors, do not receive bonus pay. Bonus pay as referred to in this document relates to unionized staff and is limited to event-time referral and scheduling bonuses.

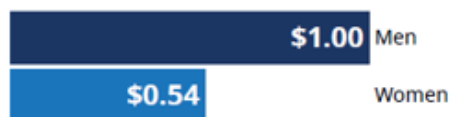
Among bonus recipients last fiscal year, women earned an average of 89 cents for every dollar earned by men. Bonus pay in these instances represents only a minor component of PavCo's overall compensation package.

Mean bonus pay ⁷



In this organization women's average bonus pay is 11% less than men's. For every dollar men earn in average bonus pay, women earn 89 cents in average bonus pay. *

Median bonus pay ⁸



In this organization women's median bonus pay is 46% less than men's. For every dollar men earn in median bonus pay, women earn 54 cents in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



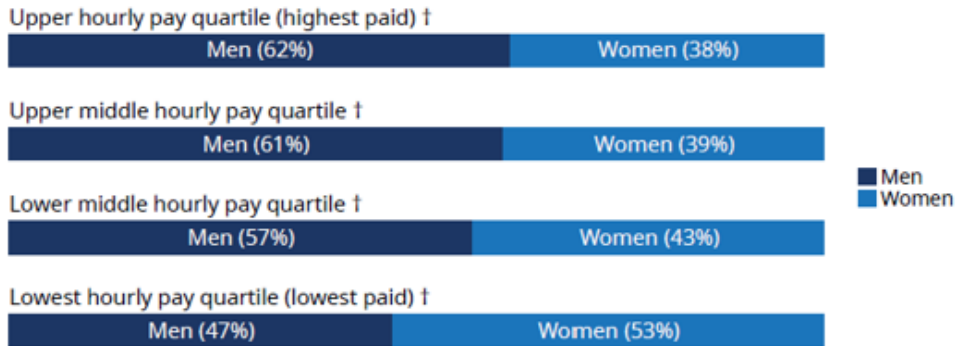
Explanatory notes

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

Men are more likely to occupy higher-paying roles at PavCo, while women are more prevalent in lower-paying positions. Women represent 53% of team members in the lowest hourly pay quartile and 38% in the highest, compared to 47% and 62% for men, respectively.



In this organization, women occupy 38% of the highest paid jobs and 53% 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.

Addressing pay gaps

PavCo is committed to leadership development and decreasing its gender pay gaps. Last fiscal year, 56% of the people leadership team were women. Over the past five years, 66 team members completed PavCo's Leadership Development Program, with women accounting for 58% of the participants. PavCo's recently launched Emerging Leaders Program, aimed at high-potential individual contributors, included 11 women out of 16 participants. However, women still remain under-represented in senior-level leadership roles, as last year women comprised 35% of roles that were director-level and above. Although PavCo has made some changes this year to address that gap, more focused career pathing and succession planning will be key focus areas for the organization next year.

Inclusive hiring practices are central to PavCo's strategy, especially for advancing women in traditionally male-dominated roles. The talent acquisition team works with hiring managers to broaden evaluation criteria, emphasize transferable skills and promote diverse career paths. PavCo's partnerships with organizations such as YWCA Aspire 55+, Work BC and BCIT help connect women to job opportunities, including trades. PavCo also ensures all job postings use gender-neutral language, and our Talent Acquisition Manager provides mentorship to women through the YWCA program, providing career guidance and connections to job opportunities. These efforts have led to increased representation of women in key roles, including hiring two women into trades positions that are typically male dominated.

In the upcoming fiscal year, PavCo will review its compensation framework, which has been in place since 2019, to ensure it accurately reflects evolving roles and aligns with industry standards for attracting and retaining talent.

PavCo acknowledges that societal factors contribute to the gender pay gap and is dedicated to fostering an inclusive, equitable and diverse workplace. Current pay data is reported only for women and men due to limited data on the number of non-binary or undisclosed team members. Increasing PavCo's gender disclosure rate continues to be a priority, since greater participation provides more accurate and meaningful insights into the composition of the workforce. To enhance future reporting, PavCo plans to conduct a voluntary employee survey to gather more comprehensive demographic data.