

Justice Institute of B.C.

Pay transparency report

Justice Institute of British Columbia (JIBC) is a public, post-secondary institution that provides education and training to justice and public safety professionals at all stages of their careers, in fields including law enforcement, firefighting, paramedicine, security and emergency management. We also deliver complementary and related areas of study – from conflict resolution, mediation, leadership and counselling, to cybersecurity, business intelligence, and tactical criminal analysis. We prepare JIBC graduates to contribute to safer communities and a more just society.

During this period, 49.8% of JIBC’s workforce was comprised of employees who identified as women, non-binary or unknown / prefer not to say (W, X, and U gender individuals), and 50.2% of employees at JIBC identify as men (M gender individuals), reflecting a diverse gender distribution across the institution. This balance underscores our commitment to gender equity and provides a strong foundation for our ongoing pay equity initiatives.

JIBC is committed to diversity within our community and creates spaces for visible minority groups, Indigenous persons, persons with disabilities, persons of any sexual orientation and gender identity, and others who may contribute to the further diversification of ideas. For the continued growth and retention of our diverse workforce, JIBC is committed to advancing equity and addressing gender-based pay inequities as part of our broader efforts to create a fair and inclusive workplace. Aligned with our strategic goals and Equity, Diversity, and Inclusion (EDI) Action Plans, JIBC’s leadership is focused on building an inclusive organizational culture where every employee feels valued and respected. We actively monitor and review our processes to ensure equitable access to opportunities across the employee life cycle—from recruitment and onboarding to learning and career development.

JIBC is also committed, as part of the common agreement between The Employers' Bargaining Committee on behalf of Member Institutions and the BC General Employers' Union, to participate in the joint initiative to develop and adopt a Gender-Neutral Job Evaluation Plan and a common wage grid as part of further ensuring an inclusive and equitable work environment that values each employee's contribution and ensuring historically gendered roles are evaluated neutrally.

Employer details

Employer:	Justice Institute of B.C.
Address:	715 McBride Boulevard, New Westminster, 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

\$1.00	Men
\$0.86	Women
\$0.83	Prefer not to say / Unknown

In this organization women's average hourly wages are 14% less than men's. For every dollar men earn in average hourly wages, women earn 86 cents in average hourly wages. *

Median hourly pay gap²

\$1.00	Men
\$0.83	Women
\$0.83	Prefer not to say / Unknown

In this organization women's median hourly wages are 17% less than men's. For every dollar men earn in median hourly wages, women earn 83 cents in median hourly wages. *

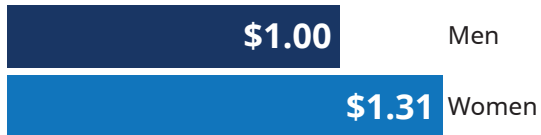
Explanatory notes

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.



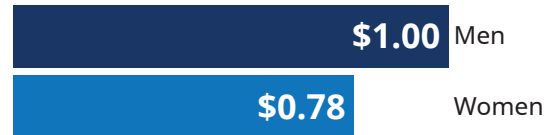
Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 31% more than men's. For every dollar men earn in average overtime pay, women earn \$1.31 in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 22% less than men's. For every dollar men earn in median overtime pay, women earn 78 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

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

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	1
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In this organization the median number of overtime hours worked by women was 1 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

Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women

In this organization, women occupy 41% of the highest paid jobs and 70% of the lowest paid jobs.

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

Data constraints

Justice Institute of British Columbia's Pay Transparency Report includes all our employee groups such as sessional, salaried excluded and BCGEU employees. Gender is collected through a voluntary self-disclosure EDI form. For the instances where Gender information wasn't available, we have used sex information provided by the employees on their personnel form during their onboarding.

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.