Justice Institute of B.C.
Pay transparency report

Justice Institute of British Columbia (JIBC) is a public post-secondary institution providing education and training to justice and public safety professionals at all stages of their careers. Through our programs and services, we prepare graduates to contribute to safer communities and a more just society.

JIBC is committed to fostering a diverse, equitable and inclusive workplace where all employees feel valued, respected and supported. Our *EDI Plan: Empowering Every Voice 2025* provides a framework for advancing equity across the institution. A key area of focus is employee experience, including equitable and inclusive recruitment and hiring practices, addressing barriers to employment opportunities, and supporting employee learning, development and leadership. This work reflects our ongoing commitment to strengthening equitable employment practices and creating an inclusive organizational culture.

JIBC continues to participate in the joint initiative between post-secondary employers and the BCGEU to develop a Gender-Neutral Job Evaluation Plan and common sector wage grid. This work aims to support fair and consistent evaluation of positions, reduce the potential for gender-based bias in how work is valued, and promote greater transparency and consistency in compensation across the sector. A common framework will also support clearer career pathways and greater employee mobility between institutions.

In addition, JIBC continues to undertake a range of organizational improvement initiatives. One example is the *Service to Students* project, which began in early 2025. As part of this initiative, JIBC has reviewed job duties and responsibilities and evaluated 65 new roles across its schools and divisions. Most of these positions fall within the quartile where women represent 70% of employees. This work also supports greater clarity and consistency in roles and responsibilities, along with more clearly defined career pathways and opportunities for employee development and progression.

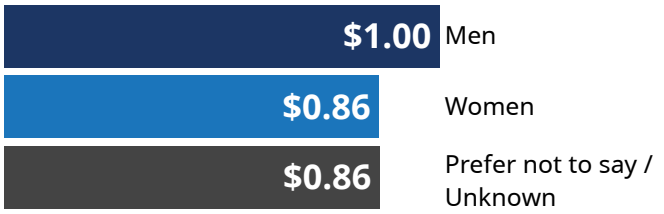
The findings of JIBC's 2026 Pay Transparency Report reinforce the importance of ongoing attention to gender-based differences in compensation and representation across pay levels. Through our EDI commitments, participation in sector-wide initiatives and continued improvements to organizational and employment practices, JIBC remains committed to advancing equity, transparency and equitable access to opportunities for all employees.

Employer details

Employer:	Justice Institute of B.C.
Address:	715 McBride Boulevard, New Westminster, BC
Reporting Year:	2026
Time Period:	April 1, 2025 - March 31, 2026
NAICS Code:	61 - Educational services
Number of Employees:	300-999

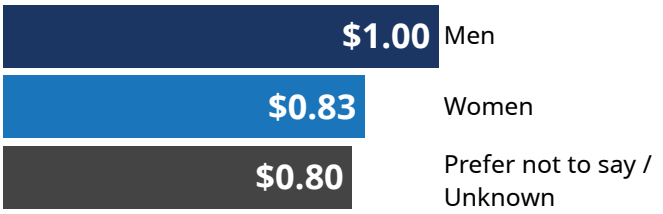
Hourly pay

Mean hourly pay gap[1]



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 gap[2]



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 pay [3]



In this organization women's average overtime pay is 7% more than men's. For every dollar men earn in average overtime pay, women earn $1.07 in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 50% less than men's. For every dollar men earn in median overtime pay, women earn 50 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	5

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

Median overtime paid hours [6]

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

Mean bonus pay [7]

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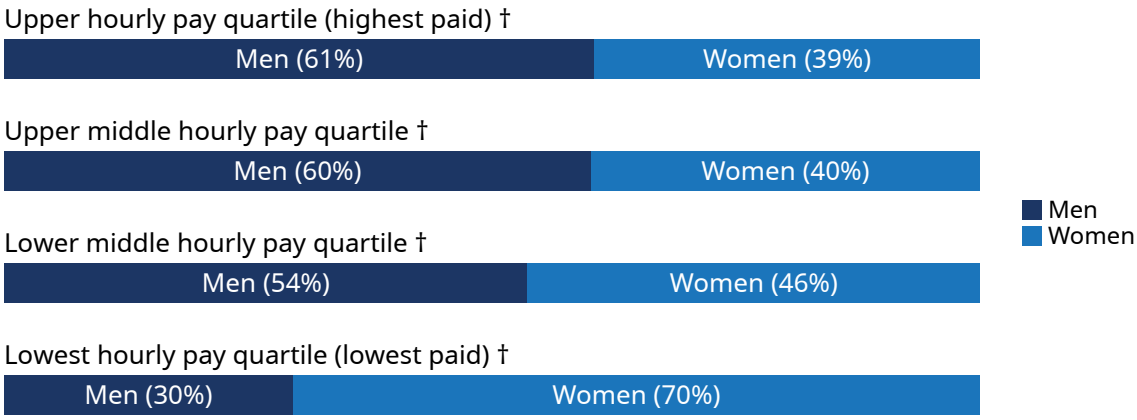
Median bonus pay [8]

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 39% 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 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.