LEGAL SERVICES SOCIETY OF BC
Pay transparency report

At Legal Aid BC, we are committed to fostering an equitable workplace by embedding Truth and Reconciliation, equity, diversity and inclusion in everything we do. Pay transparency is an important part of that commitment.

We want to better understand what drives pay inequities in our workplace and what practices can help us achieve more equitable pay outcomes for employees of different gender identities. This report is an important step in that work. It fulfills the requirements of British Columbia's *Pay Transparency Act*, supports accountability, and helps us identify where we can improve.

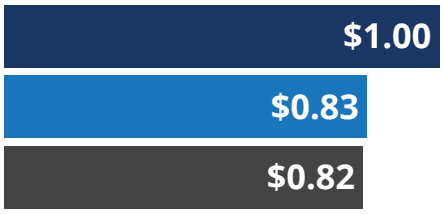
We will continue to review our practices and use data to identify and address inequities as we advance our commitment to Truth and Reconciliation, equity, diversity and inclusion.

Employer details

Employer:	LEGAL SERVICES SOCIETY OF BC
Address:	400 - 510 Burrard Street, Vancouver, BC
Reporting Year:	2026
Time Period:	April 1, 2025 - March 31, 2026
NAICS Code:	54 - Professional, scientific and technical services
Number of Employees:	50-299

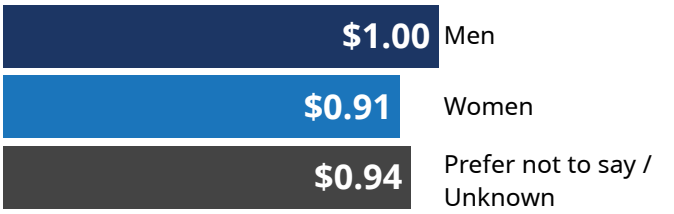
Hourly pay

Mean hourly pay gap[1]



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

Median hourly pay gap[2]



In this organization women's median hourly wages are 9% less than men's. For every dollar men earn in median hourly wages, women earn 91 cents in median hourly wages. *

Overtime pay

Mean overtime pay [3]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime pay [4]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Mean overtime paid hours [5]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime paid hours [6]

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.

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.
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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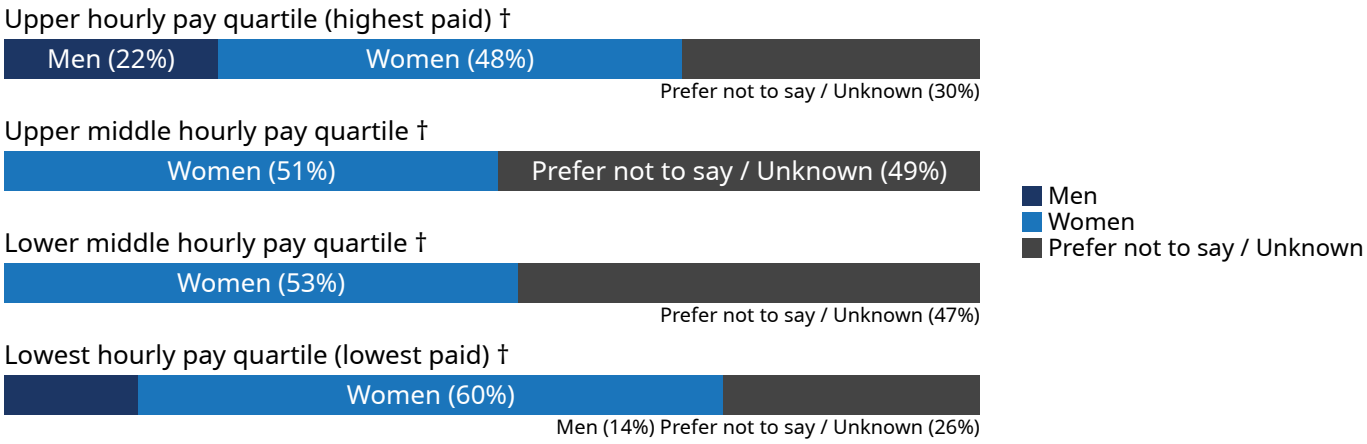
Median bonus pay [8]

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 48% of the highest paid jobs and 60% of the lowest paid jobs.

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

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.

Data constraints

The pay equity data in this report is based on the voluntarily disclosed and confidential demographic data of LABC employees. At this early stage of our 2-year journey in collecting employee demographic data, we are finding that over a third of the employees in this report had not entered gender identity records in our systems, contributing to some limits in our ability to have a complete picture of gender-based pay equity in our organization.

The requirements of reporting also require that individuals who identify as both binary-conforming and non-binary, are required to be counted as an individual who has an unknown gender identity. LABC honours the choice of employees to self-identify as any one or more gender identity, and our methods follow this principle. In addition to using this data to advance our journey as an equitable employer, we aim to find better ways to meet both the Pay Transparency reporting requirements while supporting inclusion for non-binary employees.

* 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.