

# Pay Transparency Report

## November 2025

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Prepared in accordance with the provisions of B.C.'s *Pay Transparency Act*



## Employer Details

|                      |                                       |
|----------------------|---------------------------------------|
| Employer:            | Emily Carr University of Art + Design |
| Address:             | 520 E 1st Ave, Vancouver, BC          |
| Reporting Year:      | 2025                                  |
| Reporting Period:    | April 1, 2024 - Mar 31, 2025          |
| NAICS Code:          | 61 - Educational services             |
| Number of Employees: | 300-999                               |

## Introduction

Situated on unceded, traditional and ancestral xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish), and səl̓ílwətaʔɬ (Tsleil-Waututh) territories in Vancouver, Canada, Emily Carr University of Art + Design (ECU) is where creativity meets practice. Ranked among the world's top 30 universities for art and design (QS 2024), ECU is recognized globally for its hands-on, practice-based teaching and learning environment that equips students to experiment, take risks and drive innovation.

Since 1925, ECU has championed bold ideas and emerging talent through a close-knit, studio-intensive setting that connects students with award-winning faculty, cutting-edge facilities, and real-world opportunities. Today, ECU serves more than 2,400 undergraduate and graduate students, along with thousands more through continuing studies, contributing to Canada's cultural and creative sectors and shaping the future of art, media, design and research.

Over the years, ECU has advanced equity in our workplace through targeted actions, including:

- Adopted the CRC EDI Action Plan to enhance transparency in the allocation, selection, and renewal procedures for chairholders among the members of the four designated groups (FDGs): racialized individuals, Indigenous Peoples, persons with disabilities, women and gender equity-seeking groups.
- Developed a multi-year hiring plan to increase the number of faculty members from historically disadvantaged groups.
- Implemented new employment equity practices to support the hiring and retention of employees from underrepresented groups.
- Implemented targeted recruitment strategies to enhance representation and diversity within senior staff and leadership roles.
- Revised recruitment procedures to ensure hiring leaders have considered how to address EDI in the recruitment process.
- Established processes to ensure that people who are doing the same job are compensated fairly, regardless of gender. The collective agreements made with our unions outline processes for job evaluation with the goal of upholding pay equity.
- Designed and implemented a gender-neutral position evaluation plan for support staff along with CUPE Local 15 to achieve equal pay for work or equal value for all positions within the bargaining unit.
- Completed community consultation to establish a student engagement policy to ensure students are fairly compensated for participating in university committees, consultations and other engagement activities.

## About the Data:

The data in this report includes earnings and overtime hours worked between April 1, 2024 to March 31, 2025. Employee groups represented in this report include excluded administrators, faculty, support staff and student employees. Employees who have not provided or updated their gender identity information in the MYEC portal, as well as those who have left ECU during the reporting period, are counted under the "Prefer Not to Answer/Unknown" category.

In accordance with the Pay Transparency Act and associated reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories have been excluded/suppressed where employee numbers do not meet minimum disclosure requirements.

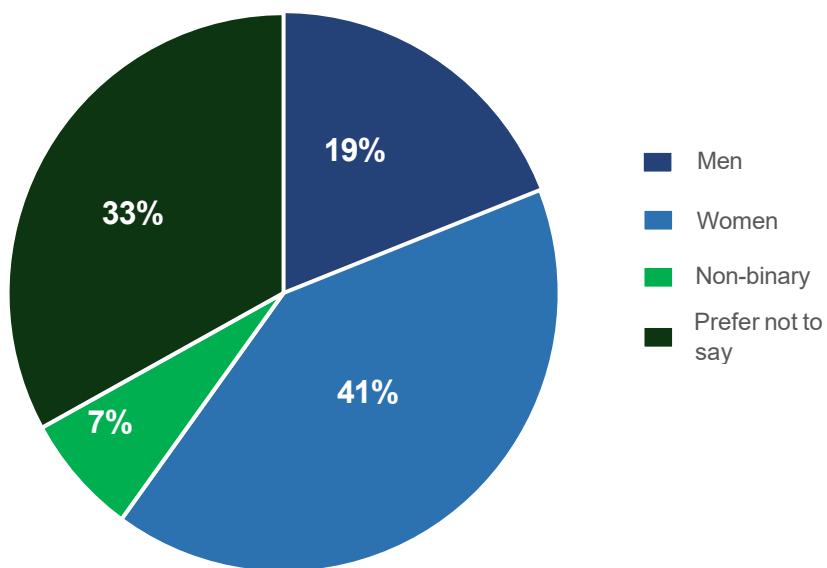
ECU is committed to ensuring equal pay for work of equal value. Excluded Administrative roles are evaluated and placed in accordance with the Post-Secondary Compensation Plan. Faculty positions follow the salary scale established in the collective agreement. Support Staff roles are evaluated through ECU's Gender-Neutral CUPE Job Evaluation Plan and placed on the corresponding salary scale. Student employee wages follow a common scale that is periodically adjusted based on the government's compensation mandate.

## Gender Identity – Data Distribution

In August 2025, an email campaign was launched to collect gender identity information from the existing workforce via the MYEC Portal. All employees were invited to update their gender identity to help meet reporting requirements.

For individuals who chose to disclose this information, their responses were used in anonymized and aggregated reporting. Those who opted not to disclose were categorized as "Unknown" or "Prefer Not to Answer."

Analyses comparing pay by gender are based on the disclosed group and may not fully represent the entire employee population.



## Hourly Pay

### Administrators:

ECU is committed to paying employees equitably for work of equal value. The Administrator's compensation is determined in accordance with the Post Secondary Compensation Plan Guidelines for Administrators. Within similar job groupings, people of all genders are paid equitably, as illustrated below. The Senior Professional and Academic Management group includes pay grades 13 to 20 on the excluded scale, the Technical Professional, Management and Supervisory group includes pay grades 7 to 12. The data for Admin positions from pay grade 1 to 5 has been suppressed because of the small sample size in that category.

#### Mean hourly pay gap - Sr. Pro. & acad. mgmt.



#### Median hourly pay gap - Sr. Pro. & acad. mgmt.



#### Mean hourly pay gap - Tech. Pro. & mgmt. + Supv.



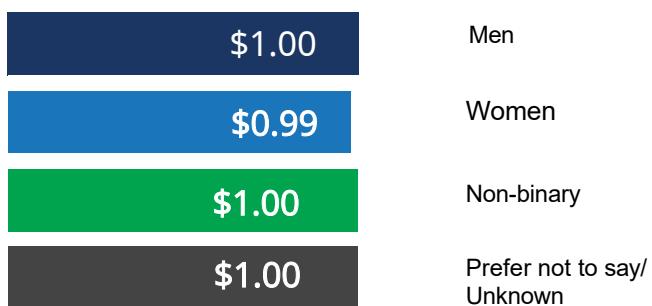
#### Median hourly pay gap - Tech. Pro. & mgmt. + Supv.



### Faculty:

Faculty salaries are determined primarily in accordance with the salary scales outlined in the collective agreement. Faculty rank is established based on tenure and experience. As illustrated below, mean and median pay are comparable across genders within the various faculty ranks:

#### Mean hourly pay gap - Associate Professor



#### Median hourly pay gap - Associate Professor



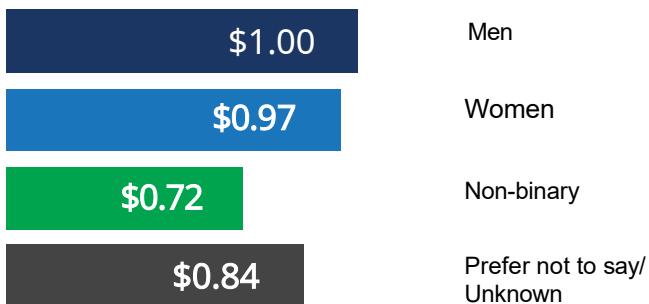
#### Mean hourly pay gap - Assistant Professor



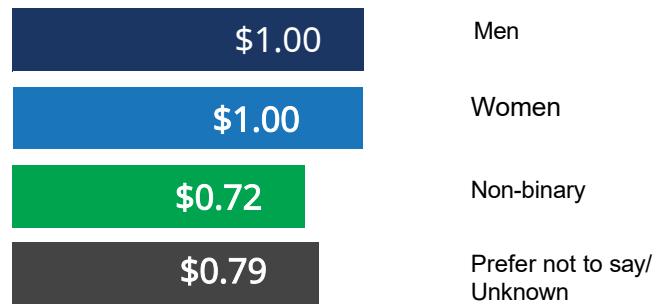
#### Median hourly pay gap - Assistant Professor



#### Mean hourly pay gap - Non-Teaching Faculty



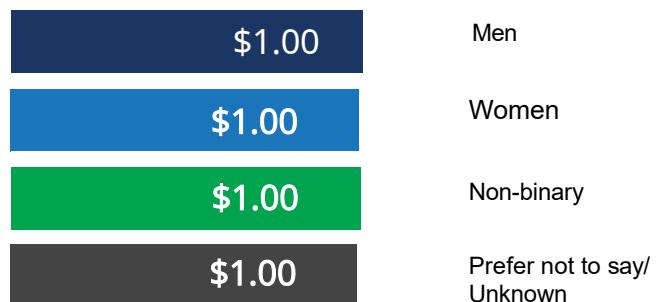
#### Median hourly pay gap - Non-Teaching Faculty



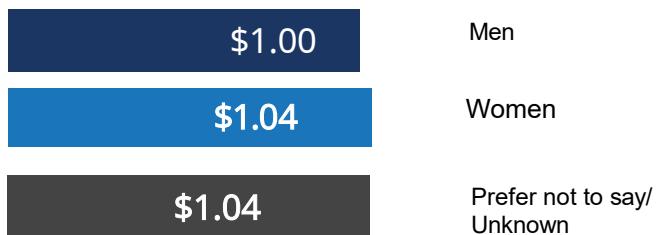
#### Mean hourly pay gap - Sessional Faculty



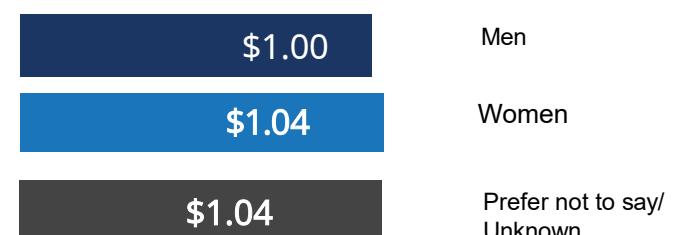
#### Median hourly pay gap - Sessional Faculty



## Mean hourly pay gap - Lecturer



## Median hourly pay gap - Lecturer



## Support Staff:

Support Staff salaries are determined in accordance with the gender-neutral job evaluation plan and the salary scales outlined in the collective agreement.

## Mean hourly pay gap - Support Staff



## Median hourly pay gap - Support Staff



### 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

The variations in overtime pay and hours among gender groups are also driven by differences in overtime participation and role distribution other than inequitable pay practices. The data highlights the importance of considering both pay and participation when analyzing overtime trends by gender. The Administrative excluded management staff are not eligible for overtime.

### Mean overtime pay<sup>3</sup>

|        |                           |
|--------|---------------------------|
| \$2.29 | Women                     |
| \$0.74 | Prefer not to say/unknown |

In this organization, the average overtime pay for women is \$2.29 and for employees whose gender is listed as unknown is \$0.74. Data for other gender categories have been suppressed due to small sample sizes and are therefore not shown.

### Median overtime pay<sup>4</sup>

|        |                             |
|--------|-----------------------------|
| \$1.42 | Women                       |
| \$0.90 | Prefer not to say / Unknown |

In this organization, the median overtime pay for women is \$1.42 and for employees whose gender is listed as unknown is \$0.90. Data for other gender categories have been suppressed due to small sample sizes and are therefore not shown.

### Mean overtime paid hours<sup>5</sup>

Difference as compared to reference group (Men)

|                             |        |
|-----------------------------|--------|
| Women                       | -21.35 |
| Prefer not to say / Unknown | 3.91   |

In this organization the average number of overtime hours worked by women was 21.35 less than by men and the average number of overtime hours worked by Unknown category was 3.91 more than by men.

### Median overtime paid hours<sup>6</sup>

Difference as compared to reference group (Men)

|                             |      |
|-----------------------------|------|
| Women                       | -0.5 |
| Prefer not to say / Unknown | 1.25 |

In this organization the median number of overtime hours worked by women was 0.5 less than by men and the median number of overtime hours worked by unknown category was 1.25 more than by men.

## Percentage of employees in each gender category receiving overtime pay

|        |                           |
|--------|---------------------------|
| 5.06%  | Women                     |
| 10.63% | Prefer not to say/Unknown |

### 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

ECU does not provide bonus pay.

## Percentage of each gender in each pay quartile <sup>7</sup>

At ECU, women occupy 36.42% of the highest paid jobs and 48.72% of the lowest paid jobs. Men occupy 19.21% of the highest paid jobs and 12.82% of the lowest paid jobs. Non-binary employees appear only in the lowest quartile (13.46%), likely due to small sample size.

Upper hourly pay quartile (highest paid)



Upper middle hourly pay quartile



Lower middle hourly pay quartile



- Men
- Women
- Non-binary
- Prefer not to say / Unknown

Lowest hourly pay quartile (lowest paid)



### Explanatory notes

7. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

## Conclusion

ECU remains steadfast in its commitment to its core values. While progress has been made, we recognize that there is still work to do.

Guided by our 2024-2030 Strategic Plan, EDI Action Plan and Policies and Procedures, ECU will continue to advance initiatives aimed at identifying and addressing pay inequities across our community. We continue to take a comprehensive and intentional approach to ensure that equity, diversity, and inclusion (EDI) are embedded in all aspects of our work.

As of August 26, 2025, approximately 43% of women, 20% of men, and 5% of non-binary employees have shared their gender identity information, while 32% of employees have either not disclosed or preferred not to answer. As ECU continues to enhance communication and engagement around these efforts, future Pay Transparency Reports will be informed by more comprehensive data, allowing for deeper analysis and stronger alignment with our equity objectives.

ECU recognizes that pay transparency is a key component in advancing equity, diversity, and inclusion within our community. While this report provides important insight into current pay patterns, it also highlights areas where continued progress is needed. Moving forward, ECU will take deliberate steps to bridge identified gaps by:

- Conducting deeper analyses to understand the underlying factors contributing to pay differences across employee groups.
- Continue to review policies and practices related to hiring and compensation to ensure they are fair, transparent, and free from systemic bias.
- Enhancing data collection and disclosure by encouraging employees to voluntarily update demographic information, enabling more comprehensive and meaningful reporting in the future.
- Embedding equity considerations into all stages of workforce planning and salary review processes.
- Engaging in ongoing dialogue with employee groups, union partners, and the broader community to co-develop strategies that promote equitable pay outcomes.

Through these actions, ECU reaffirms its commitment to fostering a fair, inclusive, and transparent workplace where all employees are valued and equitably compensated for their contributions.