University of Victoria
Pay Transparency Report

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

November 1, 2026

University of Victoria

Employer Details

Employer	University of Victoria
Address:	3800 Finnerty Rd, Victoria, BC V8P 5C2
Reporting year:	2025/26
Reporting period:	April 1, 2025 – March 31, 2026
NAICS code:	61 – Education services
Number of employees:	1000 or more employees

Introduction

The University of Victoria (UVic) is committed to creating an inclusive and equitable living, learning, and working environment for all our students and employees, and we are regularly recognized as one of BC's Top 100 Employers and Best Diversity Employers. As outlined in our Equity Action Plan, UVic actively works to attract, advance, and retain students, staff, faculty, librarians and senior leadership from systemically and historically marginalized communities.

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

- Establishing processes to ensure that people who are doing the same job are compensated fairly, regardless of gender. Several collective agreements made with our unions outline processes for job evaluation with the goal of upholding pay equity.[1] For faculty and librarians, pay equity reviews and salary adjustments are undertaken to address gender inequities.
- Offering supports for employees with children such as enhanced parental leave and on-site $10-a-day childcare.
- Creating a supportive workplace for trans people by expanding the gender options on UVic forms, improving access to gender neutral bathrooms, and supporting research excellence with the establishment of the Chair in Transgender Studies and the Transgender Archives.
- Advancing equity strategies that support people who face intersectional oppression (e.g., Indigenous women, nonbinary disabled people), such as

[1] See CUPE 951 Articles 27 & 35, CUPE 917 LOU #16, PEA 19.02 and Faculty Association 9.2(e).

providing training to employees on equity-related topics and creating the Indigenous Plan Xʷkʷənəŋistəl | W̱ȻENEṈISTEL and Equity Action Plan.

Our commitment to eliminate any gender pay gaps continues. While women's median pay is on par with men, women still have a 6.6% mean pay gap. This gap is well below the provincial average of 15%. Our gender pay gap for nonbinary people is 19.5% (mean) and 3.6% (median), which is also well below the provincial average of 40%.[2] Reporting on the gender pay gap of our workforce will assist us further to identify gaps, adopt strategies to address them, and evaluate the effectiveness of the strategies.

About the data

The data in this report includes earnings between April 1, 2025 and March 31, 2026. In preparing this report, UVic merged multiple sources of data to increase accuracy.

In November 2023, UVic launched the Better Data Project with the goal of improving identity data about our community. The project adopts current best practices and was developed with broad consultation. About 64% of employees from the reporting period have completed the Better Data questionnaire.

Where Better Data information was unavailable, we relied on previously authorized methods of disclosing and recording gender. These methods include information on gender that was collected prior to the implementation of separate fields for sex and gender and before British Columbia adopted the Gender and Sex Data Standard.[3]

The Better Data Project designed the question on gender in accordance with feedback from our community. This resulted in eight potential options for respondents: man (cis or trans), woman (cis or trans), nonbinary, genderqueer,

[2] The provincial pay gap for women is for the year 2025. Data on the nonbinary pay gap is for employment from 2022-2024 when compared with cisgender men.
[3] If someone selected "prefer not to answer" on their Better Data questionnaire, they are placed in the "unknown" group, regardless if there was data about the person's gender available through other sources.

genderfluid, Two-Spirit, identity not listed, and prefer not to answer. To more easily compare UVic with other institutions, certain genders were grouped together. If someone had a gender of nonbinary, man, or woman, they were placed in the corresponding category.[4] Everyone else was placed in the "unknown" group. Mean and median hourly pay gaps for all genders in the Better Data questionnaire are available as an appendix.

The report includes continuing, term, casual, and grant-funded positions. Some jobs where UVic assists with payroll processing but where the individual is employed by an agency or other entity (e.g., University Club, Pacific Climate Impacts Consortium) were excluded.

Gender of UVic's workforce



The people who had earnings in the reporting period is composed of 31.9% men, 52.1% women, 2.3% nonbinary people, and 13.8% unknown.

Hourly Pay

Mean hourly pay gap



[4] Respondents could choose to select more than one gender on the Better Data Questionnaire (e.g., "nonbinary" and "genderqueer", "man" and "Two-Spirit"). There are forty-eight people in the dataset that had a gender of "nonbinary" and "man" or "woman." These employees were placed in the nonbinary category.

Women's mean (average) hourly wages at UVic are 6.6% less than men's mean hourly wages.[5] Nonbinary mean hourly wages are 19.5% less than men's. For every dollar a man earns on average (mean), a woman earns 93 cents and a nonbinary person earns 80 cents.

Median hourly pay gap



Women's median hourly wages are equal to men's median hourly wages. Nonbinary people's median hourly wages are 3.6% less than men's. For every dollar a man earns on average (median), a woman also earns a dollar and a nonbinary person earns 96 cents.

Are men, women and nonbinary people paid equally for the same job?

A formal job evaluation system is used to assess many staff jobs on pay equity factors (e.g., skill, responsibility, working conditions, etc.) and assign salary scales as outlined in our collective agreements. These frameworks are gender neutral and designed so that there is equal pay for work of equal value. Differences in hourly rate within a classification is normally attributed to years of service. For some roles, new hires are placed within a salary range based on their prior experience.

[5] UVic's mean pay gap for women is 0.2 cents less than last year. The difference is between 93.6 cents and 93.4 cents respectively which is rounded to 94 and 93 cents. This gives the perception that UVic's pay gap increased by an entire cent when in actuality the pay gap is similar to last year.

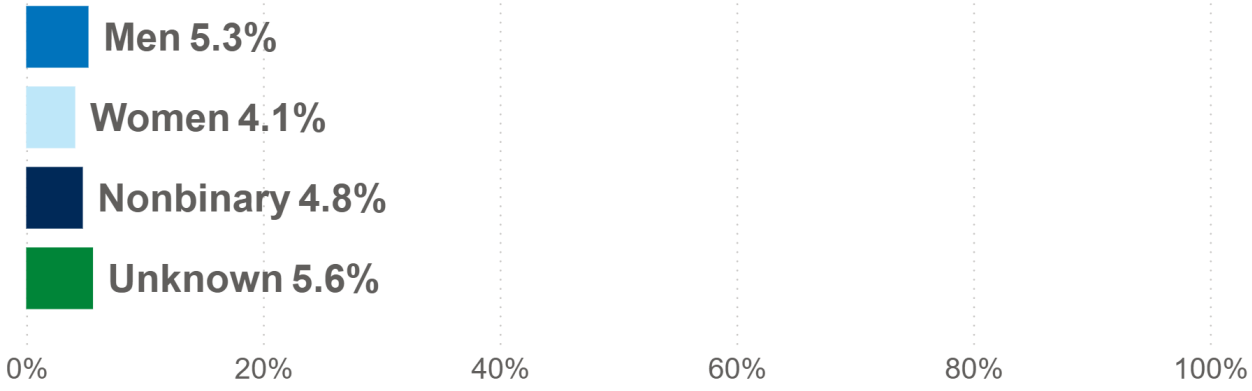
Staff jobs that are not evaluated and classified using pay equity factors are assigned to a salary rate or range where people are paid equally for doing the same job, or the same pay increment step regardless of gender.

For faculty and librarians, merit and salary progression are assessed through a bi-annual performance review on criteria that are collectively established with the Faculty Association including provisions to ensure gender pay equity, among others.

Overtime Pay

Generally, employees bank time in lieu instead of receiving a payment for overtime. Only 4.7% of all employees received overtime pay during the reporting period. Trades and other specialized areas (e.g., certain University Systems staff, Animal Care staff, Ocean Networks Canada staff, etc.) tend to receive overtime pay because of specific agreements. The gender composition of a few job types and departments where overtime is regularly available impact our metrics.

Percentage of employees receiving overtime pay by gender



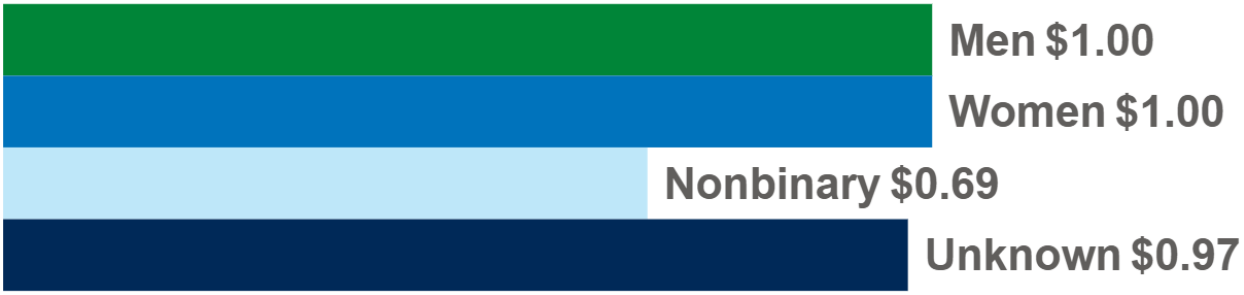
5.3% of men, 4.1% of women and 4.8% of nonbinary people received overtime pay.

Mean overtime pay gap



Of those who were paid overtime during the reporting period, women's mean overtime pay is 6.1% less than men's mean overtime pay. Nonbinary people's mean overtime pay is 25.3% lower than men's. For every dollar of overtime a man earns on average (mean), a woman earns 94 cents and a nonbinary person earns 75 cents.

Median overtime pay gap



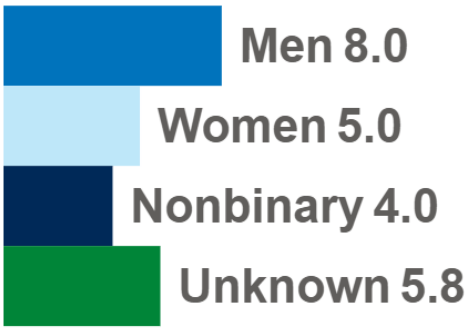
Of those who were paid overtime during the reporting period, women's median overtime pay is equal to men's mean overtime pay. Nonbinary people's median overtime pay is 30.6% lower than men's. For every dollar of overtime a man earns on average (median), a woman earns a dollar and a nonbinary person earns 69 cents.

Mean number of overtime hours worked



Of those who were paid overtime during the reporting period, women worked 21.5 fewer hours than men on average (mean). Nonbinary people worked 32.2 fewer hours, while the unknown group worked 17.1 hours more than men on average (mean).

Median number of overtime hours worked



Of those who were paid overtime during the reporting period, women worked 3.0 hours fewer than men on average (median). Nonbinary people worked 4.0 fewer hours, while people in the unknown group worked 2.3 less hours on average (median) than men.

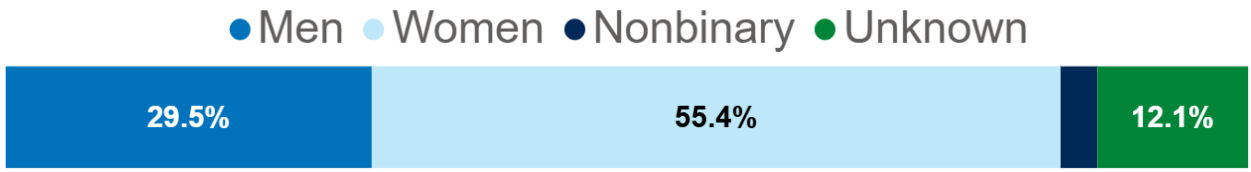
Bonus Pay

No employee at UVic received bonus pay.

Percentage by gender and pay quartile

At UVic, jobs in the lowest pay quartile are typically casual appointments while jobs in the highest pay quartile are generally faculty and administrative professional appointments.

Lower hourly pay quartile



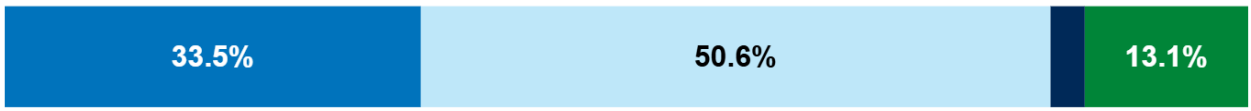
Men 29.5% **Women 55.4%** **Nonbinary 3.0%** **Unknown 12.1%**

Lower middle hourly pay quartile



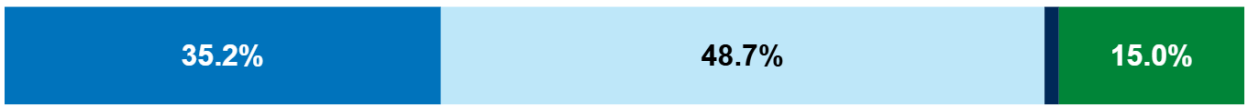
Men 29.3% **Women 53.5%** **Nonbinary 2.3%** **Unknown 14.9%**

Upper middle hourly pay quartile



Men 33.5% **Women 50.6%** **Nonbinary 2.8%** **Unknown 13.1%**

Upper hourly pay quartile



Men 35.2% **Women 48.7%** **Nonbinary 1.2%** **Unknown 15.0%**

Men make up 29.5% of the lowest paid positions and 35.2% of the highest paid positions. Women make up 55.4% of the lowest paid positions and 48.7% of the highest paid positions. Nonbinary people make up 3.0% of the lowest paid positions and 1.2% of the highest paid positions.

Explanatory Notes

- This report has been prepared in accordance with British Columbia's Pay Transparency Act. Technical definitions for the metrics included in this report are included in the Pay Transparency Regulation.
- The earnings amounts, number of hours worked and the type of earning (e.g., overtime pay) were derived from payroll systems. The data was evaluated and plans to address any obvious errors implemented. It is possible that some errors in the underlying data occurred, but these are unlikely to have a substantial impact on the results.
- Non-credit instructors (e.g., instructors teaching in continuing studies) are paid for in-class hours. A conversion formula was used to infer how many hours the instructor would have spent preparing for the class, to give a more accurate picture of the person's hourly wage.
- Our payroll processes predate the Pay Transparency Act. Hours recorded under certain earn codes were adjusted to better reflect the true number of hours worked (e.g. faculty on study leave had their hours corrected to prevent an artificial inflation).
- One of our earning codes (Compensatory Time Payout) can sometimes be accrued at the regular rate and sometimes at the overtime rate. The working group preparing this report determined that almost all hours recorded under this code were paid at the regular rate and therefore classified earnings under this code as ordinary pay.
- The Guidance for Preparing Pay Transparency Reports advises excluding retroactive payments for prior fiscal years. Our data hasn't been recorded in a way that allows us to parse which retroactive payments were made in this fiscal year from prior fiscal years. Almost all retroactive payments processed by UVic in the 2025/26 fiscal year were for the prior reporting period. All retroactive payments have been removed from the dataset.
- Gender is a dynamic field in UVic's analytics infrastructure, meaning that only an employee's most recent gender is available. For example, if an employee completed the Better Data questionnaire in July 2026, this gender would be used even though the pay transparency reporting period ends in March 2026.

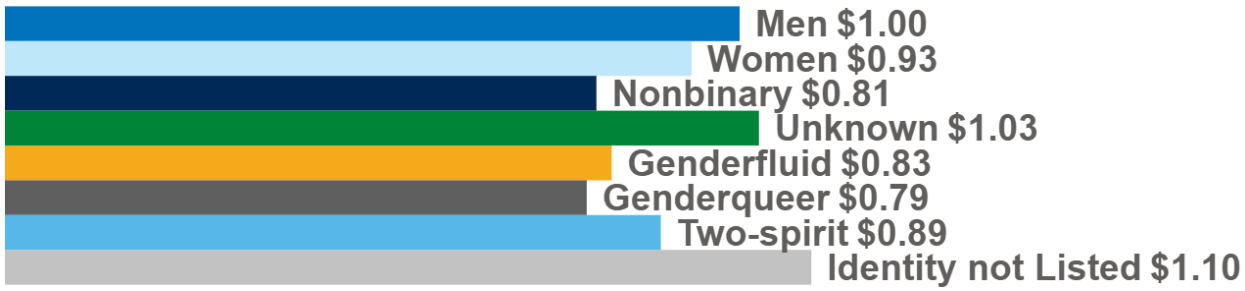
Conclusion

UVic is committed to being a provincial leader in equity, diversity, inclusion and belonging. We recognize that we still have work to do, and we will continue to implement initiatives to eliminate pay gap inequities, guided by our Strategic Plan, Indigenous Plan Xʷkʷənəŋistəl | W̱ȻENEṈISTEL and Equity Action Plan.
Through the Better Data Project, we expect to support transparency and accountability of our equity goals, consistent with provincial standards and requirements. Initial insights are available on the Better Data Project's public dashboard, and we expect our future Pay Transparency Reports to be enhanced by the data collected through this initiative.

Appendix: Pay gap with expanded gender options

The Better Data questionnaire was developed in consultation with our campus community. The resulting question includes more genders than prescribed in the pay transparency report (i.e., genderfluid, genderqueer, Two-Spirit) and allows respondents to select multiple genders (e.g., "man" and "Two-Spirit"). Below is the gender pay gap for anyone that selected one of these genders. If the person has yet to complete the Better Data questionnaire, their gender would have been incorporated using earlier collection methods.

Mean hourly pay gap



Median hourly pay gap

