THE LITTLE MOUNTAIN NEIGHBOURHOOD HOUSE SOCIETY
Pay transparency report

Little Mountain Neighbourhood House Society (LMNHS) is a community-based, non-profit organization committed to strengthening neighbourhood life through social, educational, cultural, recreational and community-based programs and services. We serve a diverse community through a range of programs, including childcare, children and youth services, family resources, settlement services, older adult programs, and community and food initiatives.

LMNHS is committed to creating an inclusive, respectful and equitable workplace where employees are valued for their skills, experience and contributions. Our organizational values include diversity, responsiveness, integrity, engagement, accessibility, caring and excellence.

Employer details

Employer:	THE LITTLE MOUNTAIN NEIGHBOURHOOD HOUSE SOCIETY
Address:	157 E36TH AVENUE, VANCOUVER, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	62 - Health care and social assistance
Number of Employees:	50-299

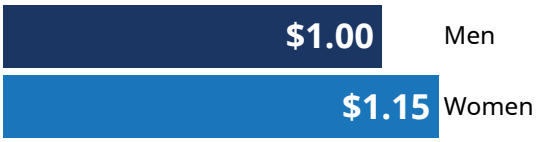
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 6% more than men's. For every dollar men earn in average hourly wages, women earn $1.06 in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 15% more than men's. For every dollar men earn in median hourly wages, women earn $1.15 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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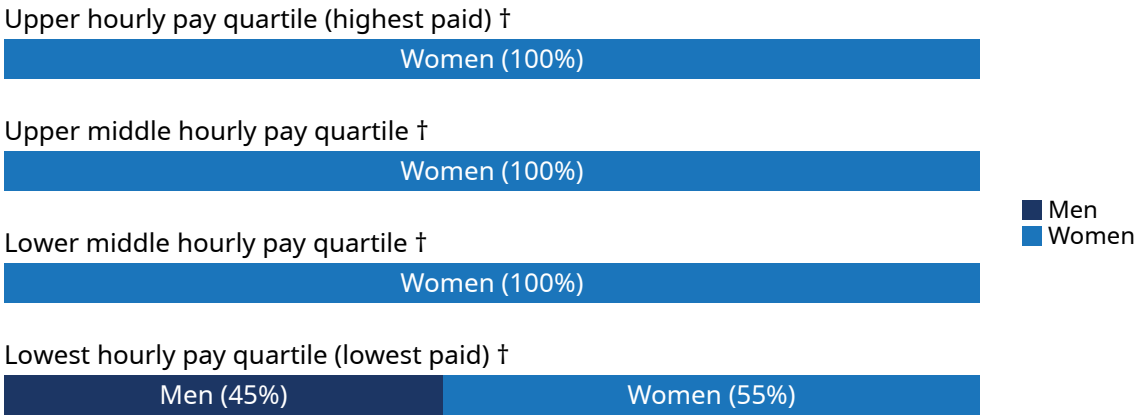
Median bonus pay [8]

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 100% of the highest paid jobs and 55% 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

LMNHS's workforce includes diverse programs, positions and employment arrangements. Compensation may vary based on job responsibilities, qualifications and experience, hours and employment status, program and funding requirements, and applicable wage scales or collective agreements.

LMNHS does not provide bonus pay or special salary payments, and overtime is very limited. As a result, those measures may not be reportable.

In accordance with the British Columbia Pay Transparency Act privacy protections, data is suppressed for any gender category containing fewer than 10 employees within a specific pay quartile. Because of this privacy rule, three pay quarters show as 100% female. This restriction ensures complete employee anonymity and does not necessarily indicate a zero-presence workforce in those tiers.

* 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.