COAST FOUNDATION SOCIETY (1974) Pay transparency report

At Coast Mental Health, our employees are essential to delivering high quality, recovery-oriented mental health services across our programs. As highlighted in our most recent annual report, we are committed to creating a workplace where every employee feels safe, valued, and supported.

Through our Healthy Employees strategic priority, a key focus is on our organizational plan. Coast fosters a culture in which staff feel physically, mentally, and emotionally prepared to do their best work. This includes strengthening psychological health and safety, enhancing access to wellness tools, expanding leadership development opportunities, and ensuring employees have the resources they need to thrive in complex care environments. These efforts support a culture where employees can learn, grow, and feel supported throughout their Coast career.

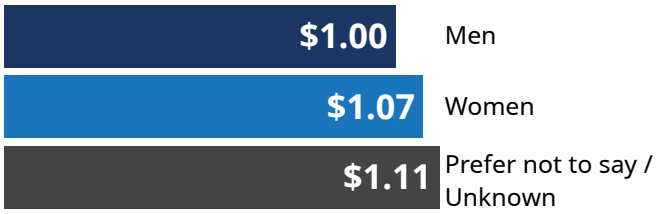
We are committed to a work environment where people can thrive and where transparency, safety, and continuous improvement guide how we support our staff. Coast Mental Health remains dedicated to learning, adapting, and building systems that support fairness, equity, and a strong sense of belonging for everyone who works here.

Employer details

Employer:	COAST FOUNDATION SOCIETY (1974)
Address:	293 E 11th Ave, Vancouver, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	62 - Health care and social assistance
Number of Employees:	300-999

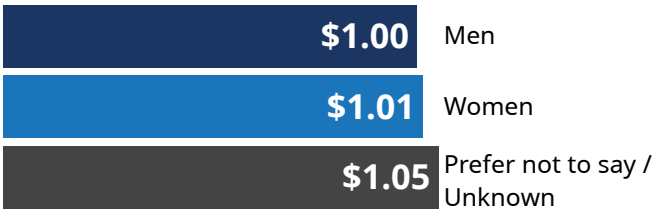
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 7% more than men's. For every dollar men earn in average hourly wages, women earn $1.07 in average hourly wages. *

Median hourly pay gap[2]



In this organization women's median hourly wages are 1% more than men's. For every dollar men earn in median hourly wages, women earn $1.01 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.

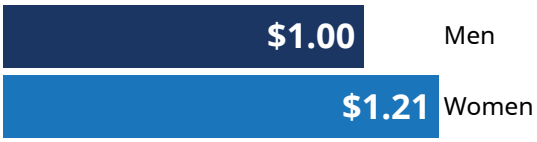
Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 3% more than men's. For every dollar men earn in average overtime pay, women earn $1.03 in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 21% more than men's. For every dollar men earn in median overtime pay, women earn $1.21 in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	0

In this organization the average number of overtime hours worked by women was 0 less than by men. *

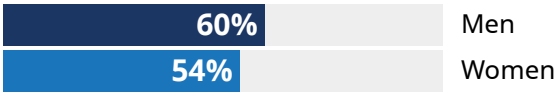
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	2

In this organization the median number of overtime hours worked by women was 2 more 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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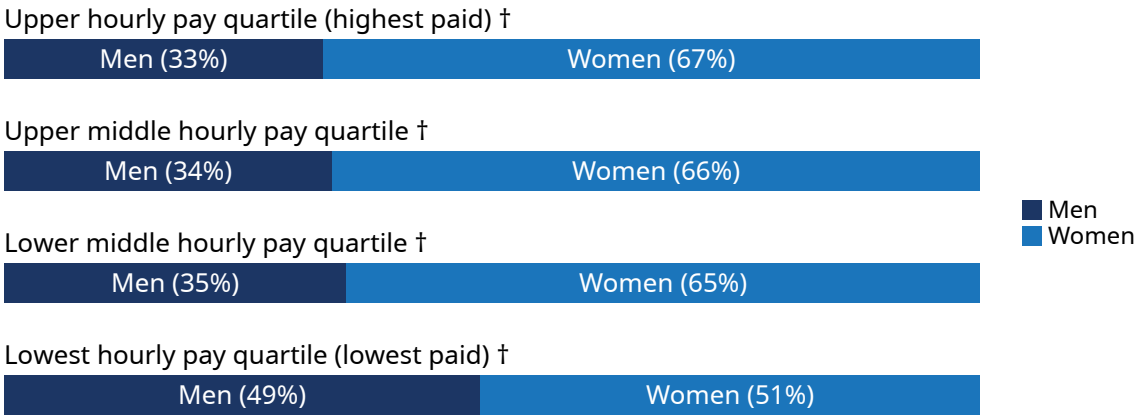
Median bonus pay [8]

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 67% of the highest paid jobs and 51% 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.

* 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.