

From: **"Mochrie, Paul"**

To: **"Direct to Mayor and Council - DL"**

Date: 2024-05-29 9:28:52 AM

Subject: Gender identity for pay transparency reporting (May 27, 2024)

Dear Mayor and Council,

The [Pay Transparency Act](#) passed on May 11, 2023 and requires B.C. employers to help close the gender pay gap and address systemic discrimination in the areas of pay postings, history, reprisal and transparency reports. As an employer of more than one thousand employees, and as the final step in the implementation of this legislation, we are required to report by November 1, 2024.

To do this, all operational, frontline and office-based staff are being asked to self-report their gender as part of the City's requirement to [report pay statistics disaggregated by gender identity](#) to comply with the provincial *Pay Transparency Act*. This is the first time we are inviting staff to report their gender within the City system.

Providing this information is not mandatory, but it is a chance to help the City and Province better understand where there may be any gaps in pay, based on gender.

We're planning to start collecting this data this week for operational staff and from June 10 for staff connected to the City network. The survey will close on June 28, 2024, to account for the report back to the Province in the fall. I will share that report when it is complete.

If you have any questions, reach out to me or Andrew Naklicki.

Best,
Paul

Paul Mochrie (he/him)
City Manager
City of Vancouver



The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and səlilwətał (Tsleil-Waututh) Nations.