United Chinese Community Enrichment Services Society Pay transparency report

S.U.C.C.E.S.S. (United Chinese Community Enrichment Services Society) provides an annual Pay Transparency Report in alignment with the BC Pay Transparency Act. Our workforce is comprised of 670 staff (Full-time, Part-time, Permanent, Temporary, and Casual).

S.U.C.C.E.S.S. is one of British Columbia's largest non-profit social service agencies, supporting over 74,750 individuals annually through a wide range of programs that promote belonging, wellness, and independence. Founded in 1973 by volunteers in Vancouver's Chinatown, the organization has grown into a multicultural, non-partisan agency with service locations across Canada and abroad.

S.U.C.C.E.S.S. delivers integrated services for newcomers, affordable housing, seniors' services, employment and entrepreneurship support, youth leadership programs, mental health counselling, and community advocacy. Its workforce includes professionals from diverse backgrounds who are committed to equity, inclusion, and culturally responsive programs & services.

Focusing on pay equity in relation to gender, this report is an important step in identifying and assessing pay equity gaps. The foundation for additional research and data analysis, this report will assist us as we continue to put strategies in place to address, reduce and remove systemic barriers to pay equity.

Employer details

Employer:	United Chinese Community Enrichment Services Society
Address:	28 West Pender Street, Vancouver, BC,, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	81 - Other services (except public administration)
Number of Employees:	300-999

Hourly pay

Mean hourly pay gap[1]

In this organization women's average hourly wages are 8% less than men's. For every dollar men earn in average hourly wages, women earn 92 cents in average hourly wages. *

Median hourly pay gap[2]

In this organization women's median hourly wages are 6% less than men's. For every dollar men earn in median hourly wages, women earn 94 cents 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]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

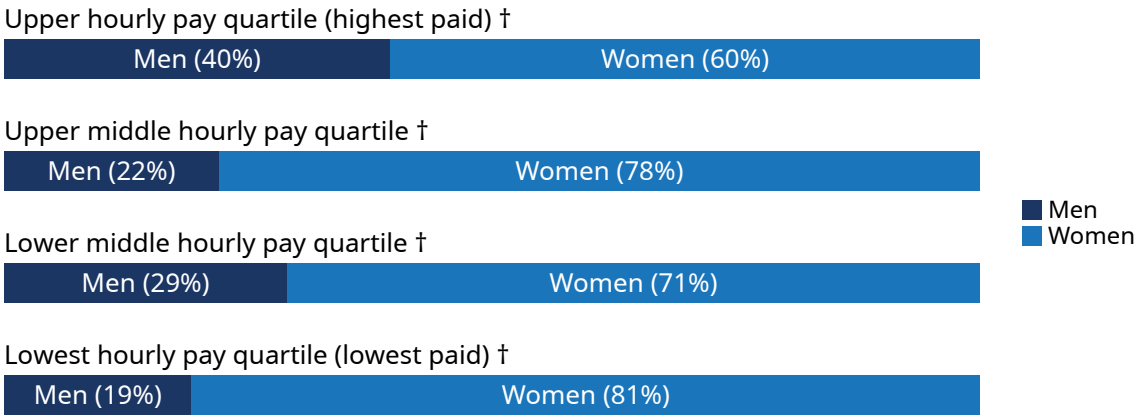
Median bonus pay [8]

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 60% of the highest paid jobs and 81% 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.