

Pay Transparency Report – 2024 Reporting Year: January 1, 2024 – December 31, 2024

About Us

The Richmond Olympic Oval is an inclusive, world-class multi-sport and fitness facility that welcomes community members and visitors of all fitness levels. As a diverse, high-performing, values-driven organization, the Richmond Olympic Oval is guided by five core values—People, Excellence, Leadership, Team, and Innovation. These values inform our culture, create space for all voices, and shape an environment where individuals feel respected, supported and empowered to contribute their best. They form the foundation of a supportive, collaborative and dynamic workplace where we strive to lead by example and continuously elevate the experience for all who walk through our doors.

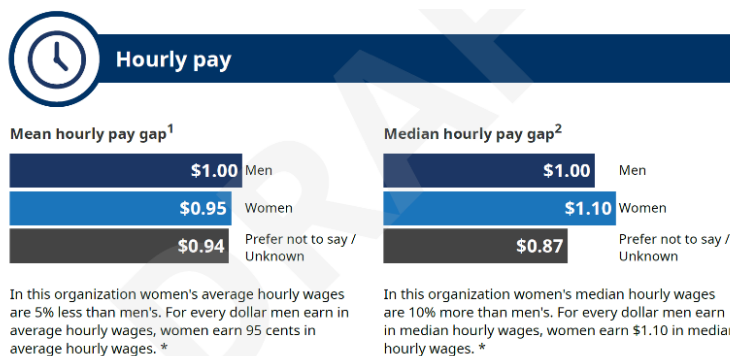
Pay Transparency Report

Starting in 2025, the Richmond Olympic Oval Corporation is required to submit a Pay Transparency Report to the Province of BC, in compliance with the Government of British Columbia's Pay Transparency Act, comparing the salaries of men, women and gender diverse individuals. Participation in this survey is optional, allowing staff the choice to opt out.

All staff were invited to participate in the survey to self-identify and provide their consent. Multiple methods were made available to ensure accessibility, including paper forms. As seen below, the participation rate was low (22%), which significantly affects the relevance and accuracy of the data.

Data Constraints and Key Considerations

- The limited population of employees who have consented to the use of their personal information restricts our ability to offer a holistic and accurate view of our staff population.
- Only 22% of staff participated in the survey, leading to a 78% non-participation rate.
- In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, Overtime Pay, Bonus Pay and Percentage of each gender in each pay quartile have been excluded due to insufficient numbers to meet disclosure requirements.
- This is the first year of gender data collection. Continued annual efforts are expected to improve participation over time, thereby strengthening the accuracy and reliability of future reporting.



Employer:	Richmond Olympic Oval Corporation
Address:	6111 River Road, Richmond, BC
Reporting Year:	2025
Time Period:	January 1, 2024 – December 31, 2024
Sector:	Arts, entertainment and recreation
Number of Employees:	300-999

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.