

Gender Equity Plan

April 1, 2026

As an employer, Metro Vancouver strives to embed diversity, equity, and inclusion into all of our work. Our strategy for diversity, equity and inclusion focuses on a commitment to create a shared experience of impression and influences, acceptance, and accountability.

Diversity, Equity, and Inclusion Vision at Metro Vancouver

Metro Vancouver is a leader in diversity, equity, and inclusion practices and an organization that embraces, celebrates, and empowers diversity. We are a workplace that fosters trust and safety where individuals have a sense of belonging and are encouraged to be their authentic selves.

Diversity, Equity, and Inclusion Mission at Metro Vancouver

Our mission is to be reflective of the region we serve and cultivate a diverse, safe, equitable, and inclusive work environment for all. We adapt practices and behaviours to mitigate bias and promote innovative and forward-thinking policies, processes, and programs.

Definitions of Diversity, Equity, and Inclusion

Diversity is the visible and invisible characteristics, values, beliefs, worldviews, and personal experiences that make individuals unique. These may include age, culture, education, ethnicity, indigeneity, language, race, religion, abilities, mental health, sex, gender identity, sexual orientation, socioeconomic status, political orientation and family status. These dimensions of identity may intersect and compound to create different experiences.

Equity is the promotion of justice and fairness and the removal of systemic barriers that may cause or aggravate discrepancies experienced by different groups of people. This can include the many dimensions of identity.

Inclusion is an ongoing commitment to remove barriers and provide opportunities to cultivate a respectful, fair, equitable, and transparent work culture. One that welcomes and embraces diversity, encourages different perspectives, provides a safe space for dialogue and supports each individual to feel valued and have a sense of belonging.

Gender Overview

Gender differs from sex. Sex is a category used to classify people based on physical and physiological features and is most often assigned at birth. Gender involves a personal, deeply held, internal sense of self as man or woman, a blend of both, or neither.

Gender Collection

Employees can update their gender at any time in the Human Resources Information System self-service function with these four options: Man, Non-Binary, Woman, and Prefer Not to Answer. Providing gender information is voluntary and any employees that opts to not provide this information will be categorized as "Prefer Not to Answer".

Annual Reporting

Each year, Metro Vancouver produces and publishes a pay transparency report that provides insights of gender representation within the organization, including reporting on percentage of gender representation by pay quartile.

Diversity, Equity, and Inclusion Champions Network

Metro Vancouver has a Diversity, Equity, and Inclusion Champions Network, serving as our formal cross-departmental structure for advancing diversity, equity, and inclusion initiatives aligned with our strategic priorities. This network has executive sponsorship, an advisory committee, and opportunities for meaningful contributions for these diversity, equity, and inclusion initiatives through participation on a working group or formation of employee resource groups.

Diversity, Equity, and Inclusion Learning Strategy

Our learning strategy includes a variety of implementation campaigns that focus on awareness, foundational understanding, and activation.

The awareness campaigns include ongoing communication through our Intranet: showcasing cultural observances and days of significance, providing personal learning resources (articles, videos, etc.), and hosting periodic lunch and learns. The foundational understanding campaign includes the rollout of a Diversity, Equity, and Inclusion Fundamentals course to all employees that focuses on establishing common language around diversity, identity, inclusion, equity, and marginalization. The activation campaign includes a variety of elective training courses with calls to action, including Courageous Conversation, Inclusive Relationships and Allyship, and Understanding Accessibility.

Related Measures

1. Employee population by Gender as of December 31, 2025:

Man	Non-Binary	Woman	Prefer Not to Answer
37%	*	30%	33%

*Gender categories with fewer than 10 employees are not reported on to protect privacy

2. Metro Vancouver “Engineers and Geoscientists British Columbia” members by Gender as of December 31, 2025:

Man	Non-Binary	Woman	Prefer Not to Answer
48%	*	26%	26%

*Gender categories with fewer than 10 employees are not reported on to protect privacy

3. Gender Representation in hourly pay quartiles as of December 31, 2024:

	Upper	Upper middle	Lower middle	Lowest
Man	42%	30%	28%	28%
Non-Binary	*	*	*	*
Woman	26%	30%	26%	32%
Prefer Not to Answer	32%	40%	46%	40%

Women have historically been underrepresented in certain sectors that have higher pay ranges, such as engineering. The percentage of women in these roles at Metro Vancouver has been steadily increasing over time.

*Gender categories with fewer than 10 employees are not reported on to protect privacy

4. Number of Employees completed Diversity, Equity, and Inclusion Fundamentals training:

Year	# Completion
2024	65 employees
2025	742 employees



Deputy Chief Administrative Officer