



Workshops

BC Pay Transparency Reporting Made Clear: Practical Steps & Strategic Insights

(60 minutes)

British Columbia's new Pay Transparency requirements are rolling out and the clock is ticking! Organizations with 300+ employees in BC must now publish annual reports detailing gender-based pay data and other key metrics. By November 2026, this reporting obligation will apply to all organizations with 50+ employees in BC.

In this session, we'll walk through what the new regulations mean in practice, including what must be included in your report, how to collect and analyze the necessary data, and common challenges organizations are facing.

We'll also discuss how to use this process as more than a compliance exercise: exploring how greater pay transparency can impact employee engagement, retention, and equity across your workforce.

We leave time for roundtable discussion and Q&A so all your questions are answered.

Key takeaways include:

- The specific reporting requirements and deadlines.
- Practical steps to prepare and implement reporting processes.
- Strategies to communicate pay transparency findings internally and externally.
- Insights into how these changes may influence pay equity and workplace culture in BC.
- Going beyond the guidelines: additional analysis for strategic insights.

Format: we offer both virtual and in-person workshops. Contact us today to learn more about our fees.



Led by The Thoughtful Co's team of experts in pay equity, compensation strategy, and inclusive workplace design, this session combines deep technical knowledge with practical insights to help organizations meet new reporting requirements and drive meaningful change.

Testimonials

"The Thoughtful Co.'s dedication to promoting gender diversity and inclusion shines through in its content, discussions, and overall approach."

- Workshop host

"The session was excellent and the feedback from our community was very positive with many benefiting from the interactive approach. The content was rich and informative and provided exceptional value to attendees.

We look forward to collaborating with The Thoughtful Co. again."

- Workshop host

"I've attended three workshops with The Thoughtful Co and each time felt these were a valuable use of time with clear takeaways I can apply immediately in the workplace."

- Workshop host

See our website to learn more about the other workshops we offer.

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