

**Minutes of the One Hundred and Sixteenth Meeting of
The Equal Opportunities Commission
held on 15 December 2016 (Thursday) at 2:30 p.m. in the
Equal Opportunities Commission's Conference Room**

Present

Prof Alfred CHAN Cheung-ming, SBS, JP	Chairperson [C/EOC]
Prof Susanne CHOI Yuk-ping	
The Hon Holden CHOW Ho-ding	
Dr Maggie KOONG May-kay, BBS	
Ms Elizabeth LAW, MH, JP	
Dr Trisha LEAHY, BBS	
Ms Shirley LOO, MH, JP	
Ms Su-Mei THOMPSON	
Dr Sandra TSANG Kit-man, JP	
Mr Nelson YIP Siu-hong, MH	
Mr Michael CHAN Yick-man	Secretary Chief Operations Officer [COO]

Absent with apologies

Ms Susanna CHIU Lai-kuen, MH
Prof Hon Joseph LEE Kok-long, SBS, JP
Ms Juan LEUNG Chung-yan
Mr Amirali Bakirali NASIR, MH, JP
Mr Zaman Minhas QAMAR
Miss YU Chui-yee, MH

In attendance

Ms Agnes MAN Ngar-yin	Director, Complaint Services [DCS]
Dr Ferrick CHU Chung-man	Director, Policy, Research and Training [DPRT]
Mr Oska LI Kam-hung	Head, Corporate Planning and Services [HCPS]
Ms Shana WONG Shan-nar	Head, Corporate Communications [HCC]
Ms Kerrie TENG Yee-san	Senior Accounting Manager [SMA]
Ms Kitty SHEK Ping-sum	Assistant Equal Opportunities Officer, Administration & Personnel [AAP]

I. Introduction

1. The Chairperson (C/EOC) welcomed Commission Members (Members) to the 116th Meeting. Apologies for absence were received from Ms Susanna CHIU, Prof Hon Joseph LEE, Ms Juan LEUNG, Mr A B NASIR, Mr Z M QAMAR and Miss YU Chui-ye due to other engagements. The Meeting also noted that a few members had to leave the meeting earlier.

II. Confirmation of Minutes (Agenda Item No. 1)

Confirmation of Minutes of the 115th EOC Meeting held on 15 September 2016

2. The draft minutes of the 115th EOC Meeting held on 15 September 2016 were issued to Members on 14 October 2016 and the revised minutes incorporating amendments proposed by Dr Trisha LEAHY at paragraph 33 were issued to Members on 7 November 2016. There were no other amendments proposed.

3. The revised minutes issued to Members on 7 November 2016 were confirmed without amendments.

III. Matters Arising (Agenda Item No. 2)

4. Members noted that matters arising from the last meeting requiring attention had been placed under the new agenda for this meeting for consideration.

IV. New Agenda Items

Report on the EOC's 20th Anniversary Programme held on 17 November 2016 (EOC Paper No. 23/2016; Agenda Item No. 3)

5. HCC highlighted to Members the salient points contained in EOC Paper No. 23/2016 including (a) Anniversary Reception and Video; (b) Commemorative Publication; (c) Multimedia Competition; and (d) Slogan Competition. She thanked Members for their support to EOC's 20th Anniversary Programme, including as judges adjudicating the Multimedia and Slogan Competition entries. Members were invited to provide their feedback to the Anniversary Programme.

6. Members in general considered the Anniversary Reception a successful event. For future similar events, it was suggested a more roomy venue could be hired to accommodate more guests and spare sitting space for all VIPs. In response to enquiries about the guest list, HCC said that the EOC had sent out around 500 invitations, which included all Executive Council and Legislative Council Members, senior officials of government bureaux, Consuls-General, community partners, representatives from relevant NGOs and public organizations as well as the media. Only the CEOs or Chairpersons of these NGOs and public organizations were invited on this occasion in view of the limited space of the venue. In total, more than 200 replies were received with around 220 persons attended the Reception. The response rate was very encouraging.

7. Ms Su-Mei THOMPSON commended that the Anniversary Reception was a joyful event and congratulated the EOC for the success. COO added that the guests found the dialogue with the business sector, having two reputable commercial companies shared their commitments to diversity values and inclusive employment policies, the challenges and benefits of employing ethnic minorities and persons with mental disabilities, particularly meaningful. C/EOC said that one of the commercial companies had suggested positive collaboration with the EOC by offering job positions for ethnic minorities in the upcoming future. Prof Susanne CHOI also expressed her appreciation to the EOC staff's effort in preparing for the 20th Anniversary Commemorative Publication and the production of an impressive short video.

(Dr Maggie KOONG joined the meeting at this juncture.)

8. C/EOC thanked Members for their feedback and suggestions provided above for future improvements. He further suggested that for similar events in future, the EOC could make an announcement at the start of the event to the guests so that they would know better about the programme rundown and seating arrangements, etc.

9. Members noted EOC paper No.23/2016.

EOC's Strategic Plan for 2016/19

(EOC Paper No. 24/2016; Agenda Item No. 4)

10. C/EOC thanked COO and HCPS for developing a draft EOC Strategic Plan 2016-2019 (the Plan) following the Strategic Retreat held in August 2016. The five refined strategic priority areas would reflect the roles and passions of the EOC in the coming years. COO briefed Members on the proposed Strategic Plan as contained in EOC Paper No. 24/2016.

11. Members noted that EOC's staff members had been engaged in discussions on how to operationalise the priority areas through three strategic retreat sessions held on 7, 8 and 12 December 2016. A group presentation session was also held on 13 December 2016 in which staff members shared with the management their suggestions and feedback on the strategic actions, expected results and indicators developed for the five strategic areas.

12. COO invited Members' views on the proposed Strategic Plan. He said that as suggested at the last meeting and subject to views and endorsement of Members, the Plan would be made available to the public through the EOC's website.

13. The Meeting suggested making it more concise where possible to describe the "Thematic Focus" to facilitate an easy understanding by the public of what EOC would intend to do in the coming years. Also, consideration could be given to separate the "Expected Results" and "Indicators" provided in the Plan so as to better distinguish between the eventual outcomes and specific initiatives to achieve the results. Meanwhile, the Chinese version of the Plan should be polished to ensure reader friendliness. Ms Shirley LOO agreed to

help review the refined Chinese version of the Plan and C/EOC expressed appreciation for her assistance.

14. Members approved in principle the Strategic Plan as set out in EOC Paper No.24/2016 and agreed that the Plan, with the refinements as suggested above, would be uploaded onto EOC’s website for access by the public by early 2017.

(Professor Susanne CHOI left the meeting at this juncture.)

Reports of the Legal & Complaints Committee, Community Participation & Publicity Committee, Policy, Research & Training Committee and Administration & Finance Committee

(EOC Paper No. 25/2016; Agenda Item No. 5)

15. Dr Maggie KOONG, Convener of the Community Participation & Publicity Committee (CCPC) highlighted to Members the work of the CPPC as presented in Appendix 2 to EOC Paper No. 25/2016. Members noted that the total budget for the Funding Programme 2017/18 remained at \$1,600,000 and the focus would include reaching out to youths via multimedia platforms. HCC supplemented that the CCD would continue to explore ways to step up the EOC’s presence on Facebook as well as other social media.

16. On the work of the Policy, Research & Training Committee (PRTC), DPRT reported that six research projects had been approved for the next three years. Two guidelines, namely “Easy-to-Read Guide for Accessible Air Travel” and “Autism: A Guide for Law Enforcement Officers Communicating with Persons with Autism Spectrum Disorders” had been presented to the Committee for comments. He thanked Dr Sandra TSANG for providing valuable inputs to the Guide for Law Enforcement Officers. Letters had been sent to relevant organizations to seek their views on the Guide as agreed at the last PRTC meeting. A progress report of the Working Group on Anti-Sexual Harassment Campaign has also been considered by the PRTC. Members noted that following the incident at the Bridge of the Rehabilitation, a number of talks had been conducted with a view to heightening the awareness of parents of PWDs,

staff of NGOs and service providers on anti-sexual harassment and the rights of PWDs. The talks were well-received.

17. Regarding the work of the Legal & Complaints Committee (LCC), C/EOC said that major highlights were included in Appendix 1 to the said paper and CLC could not attend this EOC meeting because he had to attend a court case hearing in relation to an ex-EOC staff. The outcome of the court case would be reported to Members at the next meeting. Members noted that the legal cost spent on hiring of the external barrister for this case was still within the budget. Dr Sandra TSANG supplemented that the efforts of staff members in handling the legal and complaint cases should be appreciated as at times they were subjected to abusive acts of service users.

18. On the work of the Administration and Finance Committee (A&FC), HCPS highlighted to Members the EOC's operational performance and the salient points in the financial statements for the quarter ended 30 September 2016 as discussed at the last A&FC meeting. Regarding EOC's performance pledge on concluding complaint cases within 6 months, C/EOC informed members that the oath-taking incident of the two ex-Legislative Councillors had generated over 100 complaint cases which might have a bearing on meeting the pledge. DCS supplemented that advice was being sought from an external Senior Counsel as to whether racial vilification would be involved. The legal advice was expected to be received by end December 2016 and these 100 plus complaints would be handled in one go by then.

19. Members noted EOC paper No.25/2016.

(Mr Nelson YIP left the meeting at this juncture.)

Chairperson's Quarterly Report

(EOC Paper No. 26/2016; Agenda Item No. 6)

20. C/EOC updated Members on his major work done in the past quarter and invited comments and advice from Members.

21. Dr Maggie KOONG commented that it would be good for the EOC to

respond proactively with a timely statement to topical issues of community-wide concern, such as the recent breastfeeding video taken by a taxi-driver incident. Dr Trisha LEAHY echoed Dr KOONG's views and appreciated C/EOC's prompt responses to various issues which had been conducive to the branding of the EOC. COO supplemented that Mr A B NASIR also expressed concern on the breastfeeding video issue and suggested the EOC to follow up with the Privacy Commissioner for Personal Data for stepping up public education to ensure due respect to the privacy of breastfeeding mothers.

22. Members noted EOC paper No.26/2016.

Report of EOC's Financial Position as at 31 October 2016 and the Use of EOC's Reserves for Office Relocation

(EOC Paper No. 27/2016; Agenda Item No. 7)

23. SMA briefed Members on EOC Paper No. 27/2016 which reported on the EOC's financial position as at 31 October 2016 and the use of EOC's reserves for office relocation.

24. Members approved to set aside \$8.36M in the EOC's reserves to meet the balance of the setting up and reinstatement costs as listed in paragraph 6 of the paper. The Hon Holden CHOW commented that where possible it would be preferred if the EOC Office could stay near North Point of Hong Kong Island which would be more convenient.

(The Hon Holden CHOW left the meeting at this juncture.)

25. Members also noted the proposed implementation plan of the office relocation at Annex D of the paper. In response to Dr Maggie KOONG, SMA said that the proposed implementation plan was tentative and would be updated to take into account the latest developments such as the rental commencement date of the new office premises. HCPS reported that a short-term project manager post would be created to coordinate external consultants/contractors engaged for the office design and fitting out works and internal communication within the EOC Office which involved considerable work. On the purchase of a 7-seater motor vehicle for replacement purpose, HCPS updated Members that

quotations and comparisons would be made on various models offering price discounts and a purchase decision would be made in the following few weeks.

(Ms Su-Mei THOMPSON left the meeting at this juncture.)

26. Dr Maggie KOONG declared that she had a relative responsible for managing the office premises at 41 Heung Yip Road of Wong Chuk Hang listed in Annex C of EOC paper No.27/2016. The Meeting noted her declaration of interest.

27. Members noted EOC paper No.27/2016.

Tentative EOC Meeting Schedule for 2017

(EOC Paper No. 28/2016; Agenda Item No. 8)

28. Members noted the tentative EOC Meeting Schedule for 2017 as contained in EOC Paper No. 28/2016.

V. Any Other Business

EO Award

29. C/EOC said members of the Anti-Sexual Harassment Committee suggested setting up an EO Award targeting employers who supported equal opportunities in employment. As considerable resources might be required to move this forward, he suggested that a concept paper outlining the proposed way forward could be prepared and circulated to Members for comments before the next meeting. Ms Elizabeth LAW suggested recognizing companies/organizations which did well in EO and the EOC might consider bidding funding from the Government to take the scheme forward. Dr Maggie KOONG added that it would be good for the EOC to do more on the educational side and collaborate with other NGOs such as the Family Council and the Government to help advance EO in the community.

30. There being no other business, the meeting was adjourned at 4:35 p.m.

VI. Date of Next Meeting

31. The next regular EOC meeting had been scheduled for **16 March 2017 (Thursday) at 2:30 p.m.**

*Equal Opportunities Commission
January 2017*