

**Minutes of the One Hundred and Twenty-fourth Meeting of  
The Equal Opportunities Commission  
held on 20 December 2018 (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]
Mr Samuel CHAN Ka-yan, JP	
Prof Cecilia CHAN Lai-wan, JP	
Prof Andy CHIU Man-chung	
Mr Mohan DATWANI	
Miss Maisy HO Chiu-ha, BBS	
Dr Trisha LEAHY, BBS	
Prof Hon Joseph LEE Kok-long, SBS, JP	
Ms Juan LEUNG Chung-yan	
Dr Sigmund LEUNG Sai-man, BBS, JP	
Ms Shirley LOO, BBS, MH, JP	
Dr Henry SHIE Wai-hung	
Dr Rizwan ULLAH	
Miss YU Chui-yee, BBS, MH	
Dr Ferrick CHU Chung-man	Secretary Ag Chief Operations Officer [Ag COO]

**Absent with apologies**

Prof Susanne CHOI Yuk-ping  
The Hon Holden CHOW Ho-ding  
Ms Elizabeth LAW, MH, JP

**In attendance**

Mr Ivan LUK Chi-cheung	Chief Legal Counsel [CLC]
Mr Oska LI Kam-hung	Director, Corporate Planning and Services [DCPS]
Ms Shana WONG Shan-nar	Head, Corporate Communications [HCC]
Mr Kelvin MAK Kwong-yuen	Ag Director, Complaint Services [Ag DCS]
Miss Kerrie TENG Yee-san	Senior Accounting Manager [SMA]
Miss Gloria YU Wai-ling	Senior Equal Opportunities Officer, Administration & Personnel [SAP]
Ms Hollis LING Yin-har	Equal Opportunities Officer, Administration & Personnel [EAP]

## **I. Introduction**

1. The Chairperson (C/EOC) welcomed all Commission Members (Members) to the 124<sup>th</sup> Meeting. He said that Dr Sigmund LEUNG would join the meeting later. Apologies for absence were received from Prof Susanne CHOI who was not feeling well. The Hon Holden CHOW and Ms Elizabeth LAW who had other engagements were also not able to join this meeting.

2. C/EOC said that there were no special items for informing the media, hence no press briefing would be held after the meeting.

## **II. Confirmation of Minutes**

### **Confirmation of Minutes of the 122<sup>nd</sup> Meeting held on 21 June 2018**

*(Prof Cecilia CHAN and Mr Samuel CHAN joined the meeting at this juncture.)*

3. Members noted that the draft minutes of the 122<sup>nd</sup> EOC Meeting were discussed at the 123<sup>rd</sup> EOC Meeting held on 27 September 2018. At the meeting, Prof Susanne CHOI had commented that the draft minutes of the 122<sup>nd</sup> EOC Meeting needed amendments. The revised draft minutes of the 122<sup>nd</sup> Meeting together with the draft minutes of the 123<sup>rd</sup> Meeting were issued to Members on 26 October 2018. No further amendment was received. The revised draft minutes of the 122<sup>nd</sup> EOC Meeting issued to Members on 26 October 2018 were confirmed without further amendments.

### **Confirmation of Minutes of the 123<sup>rd</sup> Meeting on 27 September 2018**

4. The draft minutes of the 123<sup>rd</sup> EOC Meeting issued to Members on 26 October 2018 were confirmed without amendments.

### **III. Matters Arising**

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

### **IV. New Agenda Items**

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

(EOC Paper No. 26/2018)

6. Members noted EOC Paper No. 26/2018.

#### **Chairperson's Quarterly Report**

(EOC Paper No. 27/2018)

7. With regard to his work in the past quarter, C/EOC reported to Members two major work highlights: the Racial Diversity and Inclusion Charter for Employers (Charter) and the Seminar on Prevention of Sexual Harassment in Churches held on 12 October 2018 (Seminar).

8. Regarding the Charter, Members noted that it was developed by the EOC for providing guidance to employers who intend to build a diverse and inclusive workplace. Since the EOC embarked on this Charter, much interest had been expressed and in the first batch, there were eleven enterprises pledged to establish a diverse and inclusive workplace by signing the Charter on 6 December 2018. It was expected that there would be more signatories in the near future.

9. Regarding the Seminar, Members noted that it was co-organised by the

EOC and the Divinity School of Chung Chi College, The Chinese University of Hong Kong aimed to raise awareness of sexual harassment and promote the formulation of effective anti-sexual harassment policies in churches. It served as a timely response to the wave of media reports that popped up earlier this year around sexual misdemeanours committed by senior pastors against both male and female churchgoers. Ag. COO added that there were a number of pastors and deacons, lay church leaders, staff of churches and students of Theology attended the Seminar and resulted in encouraging responses. The EOC had prepared the Framework for Prevention of Sexual Harassment Policy in Churches for their reference. A number of Christian Churches had invited EOC trainers to give talks on sexual harassment. He had also spoke on the subject for the priests of the Catholic Diocese of Hong Kong on 6 December 2018 and noted that they had been circulating a draft anti-sexual harassment policy.

10. Members noted EOC Paper No. 27/2018.

**Report of EOC's Financial Position as at 31 October 2018**

(EOC Paper No. 28/2018)

11. SMA highlighted to Members the EOC's financial position as at 31 October 2018 as contained in EOC Paper No. 28/2018.

12. Members noted EOC Paper No. 28/2018.

**Tentative EOC Meeting Schedule for 2019**

(EOC Paper. 29/2018)

13. Members noted the tentative meeting schedule for 2019 as contained in EOC Paper No. 29/2018.

**V. Any Other Business**

**Meeting with Prof REYES**

14. C/EOC said that Prof REYES had offered to meet with Members to answer questions from Members and exchange views regarding his Independent Report. Prof REYES had provided several dates in January 2019 on which he would be available, the EOC Office would follow up and arrange for the meeting accordingly.

**Annual Staff Gathering 2019**

15. C/EOC said the EOC's Annual Staff Gathering had been scheduled for Friday, 22 February 2019 afternoon at the EOC Office. He extended his warm invitation to Members to join the Gathering to share fun and joy with EOC staff if their schedules allowed.

16. There being no other business, the meeting was adjourned at 5:45 p.m.

**VI. Date of Next Meeting**

17. The next regular EOC meeting was scheduled for **21 March 2019 (Thursday) at 2:30 p.m.**

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*Equal Opportunities Commission  
January 2019*