



## 推廣平等機會 Promoting Equal Opportunities

平機會致力促進平等機會觀念及加深大眾對反歧視條例的認識。延續往年的成績，我們在2007/08年度舉辦了多元化的推廣項目，包括學校活動、深入社群活動、傳媒宣傳、公眾教育及編製一系列教育資源。

Fostering equal opportunities and improving the public's understanding of anti-discrimination ordinances is the cornerstone of our work. Building on our achievements in previous years, the Equal Opportunities Commission organized a wide range of events and activities throughout 2007/08, such as school programmes, community outreach activities, media campaigns, public education and various publications.

### 學校活動

我們相信向年幼學生灌輸平等機會觀念至為重要。在話劇演出方面，平機會與本地三個劇團合作，在學校上演以平等機會、三條反歧視條例和多元共融為題的話劇和木偶劇。今年，約有57,000名學生欣賞過我們的戲劇表演。

### School Programmes

We believe that it is crucial to inculcate an acceptance of equal opportunities in young students. For our annual school drama performances, we engaged three local theatre troupes to stage plays and puppet shows on the subject of equal opportunities, the three anti-discrimination ordinances, and diversity concepts. This year, over 57,000 students watched and enjoyed these interactive shows.

#### 2007/08年度戲劇表演一覽

#### List of drama performances in 2007/08

劇目 Title	主題 Theme	場數 Number of Performances	觀眾人數 Number of Participants
3D互動百變機 3D Interactive Machine	《家庭崗位歧視條例》 Family Status Discrimination Ordinance	30	6,370名小學生 6,370 primary school students
平等細運會 Equal Opportunities Olympics	共融與平等機會 Inclusion and equality for all	60	13,234名小學生 13,234 primary school students
學習障礙賽 Race Against Special Learning Disabilities	接納有特殊學習障礙學生 Inclusion and acceptance of students with special learning disabilities	30	6,512名小學生 6,512 primary school students
唔係講笑 This is not a Joke	防止性騷擾 Prevention of sexual harassment	67	15,371名中小學生 15,371 primary and secondary school students
街坊小子 The Kids on the Block	瞭解殘疾問題及兩性平等 Understanding of disability issues and gender equality	119	15,460名小學生 15,460 primary school students

#### 「無定型新人類2007/08」

平機會一年一度的「無定型新人類」青少年師友計劃，旨在鼓勵青少年突破定型觀念，今年已是第6屆舉辦。自2002年至今，已有超過3,500名中小學生參加。在2007年11月至2008年3月期間，超過500名來自80多間學校的學生，藉着探訪嘉賓導師的工作間或參與大型分享會，不但啟發了選科擇業的新觀點，更從中擴闊視野，改變了對事物的既定看法。

#### “Career Challenge 2007/08”

Our annual youth mentorship programme, “Career Challenge”, is now in its sixth year. Designed to highlight the importance of breaking down stereotypes, over 3,500 secondary and primary school students have participated in this programme since its launch in 2002. Between November 2007 and March 2008, over 500 students from more than 80 schools gained remarkable new career insights and broadened their horizons by visiting the mentors' workplace or participating in large-group sharing sessions.



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本年度，共有十位來自不同行業的傑出人士擔任嘉賓導師，與學生分享他們的成功故事。導師包括：曾繁光醫生（精神科醫生）、張寶華女士（節目主持／作家）、余翠怡女士（傷殘奧運輪椅劍擊金牌得主）、林章偉先生（香港復康力量會長）、王惠芬女士（香港融樂會總幹事）、金佩瑋女士（灣仔區議員）、余文詩女士（馬術推廣大使）、吳方笑薇女士（香港地球之友理事）、曾志雄先生（幼兒教育工作者）及區敏儀女士（生活環境輔導服務顧問建築師）。這項計劃令參加者眼界大開，他們亦從導師身上學習如何突破定型框架實現理想。

除參加師友聚會，約有60多名學生更加入了「無定型大使計劃」的行列，承諾在學校及自己的社區內推廣平等機會訊息。參加者以個人或隊際形式，透過一系列活動，如展覽、戲劇表演等，提升朋輩對平等議題的認識。

### 深入社群

#### 社會參與資助計劃

自1997年以來，平機會一直資助非政府機構、社區團體和學校舉辦與平等機會有關的活動。除了推廣三條反歧視條例外，本年度的工作重點亦包括宣揚不同家庭崗位人士和僱傭範疇的平等機會。社會參與資助計劃本年度共收到59份申請，共撥出港幣1,161,124元資助54項活動。（有關獲資助機構名單，請參閱附錄8。）

Ten outstanding achievers from a wide spectrum of professions served as mentors and shared their stories of success with this year's participating students: Dr. TSANG Fan-kwong, psychiatrist; Ms Sharon CHEUNG, programme host/writer; Ms YU Chui-ye, Paralympics Wheelchair Fencing Gold Medallist; Mr. Leo LAM, President, Rehab Power; Ms Fermi WONG, Director, Hong Kong Unison; Ms Mary Ann KING, Member, Wan Chai District Council; Ms Wendy YU, Equestrian Ambassador; Mrs. Mei NG, Friends of the Earth (HK) Board Member; Mr. TSANG Chi-hung, kindergarten teacher; and Ms Kitty AU, Consultant Architect, Environmental Advisory Service. The programme was an eye-opening opportunity for young participants to learn from their mentors, each of whom helped break down the barriers formed by stereotyping.

In addition to mentorship activities, about 60 students joined the "Career Challenge Ambassador Scheme" and committed to spreading the message of equal opportunities in their schools and communities. Through personal and team efforts, these Ambassadors raised their peers' awareness of equality issues through a wide range of activities such as exhibitions and drama performances.

### Community Outreach

#### The Community Participation Funding Programme

We have provided funding every year since 1997 to encourage non-governmental organizations, community groups and schools to initiate their own projects on the subject of equal opportunities. In addition to promoting the three anti-discrimination ordinances, our priority areas for 2007/08 also included promoting equal opportunities for persons with different family status and promoting equal opportunities in employment. During the year, the

#### 「種族共融攝影比賽得獎作品巡迴展覽」

由平機會及香港電台第二台合辦的「種族共融攝影比賽」，共收到700份參賽作品，當中超過30份作品來自內地及海外。

攝影比賽圓滿結束後，我們在多個港鐵站、商場及其他公眾場所展示優勝作品，藉以宣揚多元文化及種族共融的訊息。

巡迴展覽於2008年3月展開，共舉辦了15場。

#### 「平等機會標語創作比賽2008」

由平機會及香港電台第二台合辦的「平等機會標語創作比賽2008」，主題為宣揚種族共融、接納殘疾人士、性別平等及尊重有不同家庭崗位的人士。比賽反應熱烈，共收到超過9,600份作品，當中1,319份來自公開組，8,313份來自青少年組。



Community Participation Funding Programme attracted 59 applications and allocated \$1,161,124 to 54 projects. (See Appendix 8 for organizations funded under this programme.)

#### Roving Exhibition of the Winning Entries from the Photo Competition on Racial Harmony

The "Photo Competition on Racial Harmony" co-organized by the EOC and RTHK Radio 2 received 700 entries, of which more than 30 came from Mainland China and overseas.

Following its completion, a series of roving exhibitions was held at major Mass Transit Railway (MTR) stations, shopping malls and other public venues to exhibit the winning entries while also promoting the concept of diversity and racial harmony.

The roving exhibition kicked off in March 2008 with 15 exhibitions held in various locations to promote racial harmony.

#### Equal Opportunities Slogan Competition 2008

The theme of the "Equal Opportunities Slogan Competition 2008" jointly organized by the EOC and RTHK Radio 2 was to promote racial harmony, the inclusion of persons with a disability, gender equality and respect of persons with different family status. The competition generated an overwhelming response. Over 9,600 entries were received, comprising 1,319 entries in the Open Division and 8,313 entries in the Youth Division.

### Media Campaigns

In addition to the Equal Opportunities Diversity Project, the EOC once again joined hands with RTHK to produce



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### 傳媒宣傳

除了電台節目「平等機會多元共融行動」外，平機會與香港電台再次攜手製作第五輯電視實況劇《非常平等任務》。這輯實況劇共有6集，深入探討了不同形式的歧視，並已於2007年3月至5月推出，每集平均吸引逾一百萬名觀眾收看。這輯實況劇更是首次加入種族融和的題材。

為配合《非常平等任務》實況劇，平機會在星島日報撰寫了6篇特稿，從法律角度解釋節目中提到的平等機會問題。平機會又於2007年3月至5月透過鐵路的燈箱廣告宣傳該電視實況劇。

### 傳媒活動

平機會機構傳訊及培訓組於本年度繼續透過處理傳媒查詢和召開新聞發佈會，向外界介紹我們的工作。

### 平機會YouTube短片

YouTube是時下觀看及分享短片的熱門網站，平機會於2008年2月5日開設了一個名為“HKEOC”的YouTube會員用戶，網址為<http://www.youtube.com/user/HKEOC>。平機會除把過往製作的所有宣傳短片上載到該網站外，為進一步加深公眾對平等機會概念的認識，亦製作及上載了一套名為《聽到與聽不到之間》的5分鐘短片，探討聽障人士所面對的歧視問題。

the fifth series of the TV docu-drama, “A Mission for Equal Opportunities”. This six-episode series, which took a closer look at different forms of discrimination, was broadcast from March to May 2007 and attracted over 1 million viewers per episode. For the first time, the topic of racial harmony was also featured.

In promoting “A Mission for Equal Opportunities”, we contributed six feature articles to Sing Tao Daily News which explained the legal perspectives of the equal opportunity issues covered in each of the TV programmes. From March to May 2007, we also launched a poster advertisement campaign promoting the docu-drama series on Hong Kong’s rail services.

### Media Activities

The Corporate Communications and Training Unit continued to handle media enquiries and arrange news briefings during the year.

### EOC Videos on YouTube

As YouTube is now a popular website for watching and sharing videos, a YouTube account named “HKEOC” was opened on 5 February 2008 at <http://www.youtube.com/user/HKEOC> and all previous EOC APIs were uploaded. To foster acceptance of equal opportunities, a five-minute video called “Between Hearing & Not Hearing” was also produced and uploaded to the EOC YouTube webpage with both Chinese and English subtitles. The video explores the topic of discrimination faced by people with hearing impairments.

### 透過「平等機會之友會」把平等機會觀念納入主流

平機會與僱主和僱員合作，確保大家認識在職場內推行平等機會的準則，為此，我們於2006年成立了「平等機會之友會」作為交流平台。「平等機會之友會」旨在提升會員對反歧視法例的認識，協助僱主、人力資源從業員、職場主管和培訓人員推行良好管理常規，並遵守法律。

2007/08年度，我們為「平等機會之友會」會員舉辦了3個講座，分別為「在工作場所處理病假及殘疾事宜」研討會、「如何有效支援精神健康有問題的員工」研討會及「如何避免工作間產生殘疾歧視」交流會。這些活動都廣受「平等機會之友會」會員歡迎。

本年度，約有220名來自146間公司/機構的人力資源從業員加入成為「平等機會之友會」會員。為加強與會員的聯繫，平機會於2008年2月推出嶄新的「平等機會快訊」服務，透過電郵通知會員最新的平等機會訊息。此後每月，我們亦定期向會員發放資訊。

### Mainstreaming Equal Opportunities through the EO Club

The EOC works with a wide range of employers and employees to ensure they are equipped to implement equality standards in their work environment. The EO Club was set up in 2006 to help facilitate this work and provide a platform for exchange. The Club aims to improve understanding of anti-discrimination ordinances and assist employers, human resources practitioners, workplace supervisors and trainers to implement good management practices and comply with the law.

In 2007/08, three seminars were organized exclusively for EO Club members. These seminars focused on the topics of “Managing Sick Leave and Disability in the Workplace”, “Managing Staff with Mental Health Issues” and “Useful Tool for Human Resources Practitioners in Handling Disability Issues in the Workplace”. All these sessions were well received by EO Club members.

About 220 human resources practitioners from 146 companies/organizations had registered as EO Club members during the year. To strengthen our connection with members and keep them abreast of our latest news, we also launched a regular e-newsletter in February 2008. Entitled “News Alert to EO Club Members”, this informative email is sent to EO Club members on a monthly basis.

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### 公眾教育

#### 電台宣傳節目

平機會上年度與香港電台第二台合作的電台節目十分成功，今年我們繼續合作，於2007年11月推出為期13個月的「平等機會多元共融行動」。這個電台節目每星期邀請社會人士就平等機會議題進行專訪；並透過「地球村補習社」及不同環節，推廣多元共融文化。節目於2007年11月至2008年12月期間，逢星期三於香港電台第二台的「Made in Hong Kong李志剛」節目中播出。

透過每星期半小時的電台訪問，我們向公眾展示平機會和我們的社區合作夥伴的工作成果。在40集名為「地球村補習社」的每周電台環節中，我們邀請了為少數族裔服務的機構，包括：香港家庭福利會及基督教勵行會，他們的代表向聽眾介紹了印尼、泰國、巴基斯坦、尼泊爾、日本、韓國、印度、斯里蘭卡及菲律賓等各地的語言及文化。

#### 網上資源中心

2007/08年度，平機會網站的每月點擊率達160萬人次，每月大約有7萬名訪客，當中三分一的瀏覽者是海外人士。

為加快本港推廣種族共融及多元文化的公眾教育步伐，平機會於2008年3月製作了新網頁「大同世

### Public Education

#### Radio Promotion Programme

Following the success of our radio programme with RTHK Radio 2 last year, the EOC renewed this media partnership in 2007/08 to organize the Equal Opportunities Diversity Project, a 13-month radio programme. Broadcast once a week between November 2007 and December 2008, this social integration initiative was designed to promote inclusion and diversity through weekly interviews with celebrities on equal opportunities issues, an Ethnic Minorities' Cultural Class and radio promotion segments. The programme was included in the RTHK Radio 2 programme "Made in Hong Kong Mr. Alex Lee", broadcast every Wednesday.

In particular, the weekly half-hour interviews enabled the EOC to showcase its work and the efforts of its community partners. In the 40 episodes of another weekly radio segment, representatives from ethnic minorities' organizations, including the Hong Kong Family Welfare Society and Christian Action, were invited to teach the languages and cultures of ethnic groups from Indonesia, Thailand, Pakistan, Nepal, Japan, Korea, India, Sri Lanka and The Philippines.

#### Online Resource Centre

In 2007/08, the monthly EOC website hit rate reached 1.6 million. About 70,000 web visitors used our website resources per month, of which one-third were overseas viewers.

To step up our public education to promote racial harmony and diversity in Hong Kong, a new webpage entitled "A World of Colours" was created in March 2008, and the winning entries of the "Powerful Images of Racial Harmony Photo Competition" and the radio segments of the Ethnic Minorities' Cultural Class were also uploaded. Other

界」，上載了「種族共融攝影比賽」的優勝作品及「地球村補習社」的電台錄音環節。其他重要的新資源包括以不同少數族裔語言印製的平機會單張及有關種族共融的實況劇集。

「一些人·一些事－深思簡論」是另一全新網頁。在推動平等機會的工作中，會遇上一些引發思考及討論的人和事，我們把這些深思轉化為短文，希望藉此與各界人士分享我們的理念和經歷。網頁載有關於平等機會主流化、歧視問題及殘疾人士面對的障礙等文章。

#### 講座

於2007/08年度，平機會舉辦了230場講座，並接待35個團體。參加者/訪客分別來自政府部門、本地及海外非政府組織、大專院校以至商界。除了講解反歧視條例外，範圍亦廣及其他與平等機會有關的議題。

#### 季刊

《平機會通訊》是中、英對照的季刊，定期報道平機會的最新活動，及反歧視條例的個案研究。季刊的發行量超過80,000份，供市民免費索閱。季刊亦備有發聲、點字和網上版。

#### 教育資源

平機會製作多種教育資源，介紹不同層面的反歧視法例及平等機會新趨勢，藉此提高市民的認知，並提供消除歧視的資訊和協助。過去一年，我們製作了以下教育資源：

important new online resources include the EOC's leaflets in ethnic minorities' languages and the RTHK docu-drama episodes on racial harmony.

"Things We Do, People We Meet – Reflections in Brief" is another new webpage, where we share our thoughts and opinions about the things we do and the people we meet. By presenting our reflections in brief, we let the community know more about our experiences and beliefs. The webpage contains articles on topics such as mainstreaming of equal opportunities, discrimination, and barriers facing people with disabilities.

#### Talks

In 2007/08, the EOC conducted 230 talks and received 35 groups. The participants/visitors came from government departments, local and overseas non-governmental organizations, tertiary institutions and the business sector. In addition to addressing Hong Kong's anti-discrimination ordinances, the session covered a full spectrum of issues on equal opportunities.

#### Newsletters

EOC News, our quarterly bilingual newsletter, provides a regular update of our work and activities as well as case studies under the anti-discrimination ordinances. It has a circulation of over 80,000 copies and is available to the public free of charge. It is also available in audio, Braille and online versions.

#### Educational Resources

Our resources focusing on different aspects of anti-discrimination legislation, as well as new developments in the field, continue to raise awareness, and provide information and assistance in eliminating discrimination. In the past year, we developed the following resources:

- EOC Corporate Video



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- 平機會機構短片
- 《投訴處理及調解程序》數碼光碟
- 《懷孕歧視》單張
- 《非常平等任務》2003 光碟
- 《非常平等任務》2005 數碼光碟
- 《非常平等任務》2007 數碼光碟
- 《防止校園性騷擾》單張
- 以8種語言(包括菲律賓語、印尼語、尼泊爾語、泰語、印度語、巴基斯坦語、中文及英文)印製的《平等機會委員會》單張

### 平機會紀念特刊《奮進平等路》

《奮進平等路》介紹平機會為投訴人和答辯人所提供的服務，以及平機會如何在香港推動變革。特刊的第一部份包括14篇人物勵志故事，講述他們為達致一個更公平共融的社會而作出的貢獻。第二部份則重點闡述本會成立十多年以來，平等機會在香港的發展進程。除了介紹平機會的工作及相關數據外，歷任平機會主席亦分享了他們對平等機會的抱負和看法。這本雙語製作的特刊，亦為教育局通識課程中「個人成長及人際關係」的教材。

我們與視障人士自助組織「香港視網膜病變協會」合作，將特刊製作成數碼光碟發聲書，其中收錄了《奮進平等路》的廣東話、普通話及英語版本。

特刊及數碼光碟免費派發予各學校、大學、非牟利機構、人力資源從業員、職場培訓人員、僱主及平機會於本地、內地及海外的合作夥伴。特刊也在香港

- Complaint Handling Procedures and Conciliation Process DVD
- Pregnancy Discrimination pamphlet
- A Mission for Equal Opportunities 2003 VCD
- A Mission for Equal Opportunities 2005 DVD
- A Mission for Equal Opportunities 2007 DVD
- Preventing Sexual Harassment on Campus pamphlet
- Introduction of the Equal Opportunities Commission leaflet in eight languages including Tagalog, Indonesian, Nepali, Thai, Hindi, Urdu, Chinese and English

### EOC's Milestone Publication "Advancing Equal Opportunities"

"Advancing Equal Opportunities" outlines how the EOC assists complainants and respondents, and how the EOC has effected changes in Hong Kong. The first part of the book recounts the remarkable stories of 14 individuals on how they have contributed to the cause of working towards a fairer and more inclusive society. The second part highlights the advancement of equal opportunities in Hong Kong since the establishment of the EOC more than a decade ago. In addition to facts and figures about our work, successive EOC Chairpersons also share their visions and views on equal opportunities. This bilingual publication is designed to supplement the Education Bureau's curriculum on Liberal Studies in the area of "Personal Development and Interpersonal Relationships".

In collaboration with Retina Hong Kong, a self-help group of persons with visual impairments, the publication has also been reproduced in the form of a talking book, i.e. in audio DVD format with Cantonese, Putonghua and English soundtracks.

The publication and DVD have both been distributed free of charge to schools, universities, non-profit making

各大書店公開發售，數碼光碟則供免費索取。此外，我們亦製作了英語及中文點字版本，存放於平機會辦公室及視障人士服務機構，以供借閱。

### 製作香港電台實況劇集數碼光碟

《非常平等任務》在本地電視台播映時，每集平均吸引120萬人收看。為延續劇集帶來的公眾教育效果，平機會將劇集製作成教材資料套，包括一套數碼光碟及資料冊。教材套已派發給教師、人力資源從業員及志願機構人員，以協助他們進行平等機會培訓。

平機會把各輯於2003、2005及2007年播出的《非常平等任務》劇集製作成三份教材資料套，免費派發予公眾。由於反應熱烈，多年來共派發超過5,000份。2007/08年度，平機會把各教材套加印2,000份，以配合大眾的需求。

### 製作平機會機構短片

在本年度，我們製作了一齣新的機構短片，以廣東話、英語及普通話向市民、海外訪客、復康團體、婦女團體及社區組織介紹平機會的工作。短片已上載到平機會網站；此外，亦已製作2,000張數碼光碟並向各復康團體、婦女團體及非牟利組織派發。

organizations, human resources practitioners, workplace trainers, employers and our equal opportunities partners in Hong Kong, Mainland China and overseas. The publication is also for sale in major book stores in Hong Kong, while the DVD is available free of charge. English and Chinese Braille versions are available on loan from the EOC office and from other organizations providing services for persons with visual impairments.

### Production of RTHK Docu-drama DVDs

In order to sustain the educational effects of our docu-drama, "A Mission for Equal Opportunities", which attracted an average of 1.2 million viewers per episode when broadcast on local TV stations, the series was developed into educational modules comprising DVDs and information booklets. These modules were distributed to teachers, human resources practitioners and NGO workers to help them conduct training on equal opportunities.

To date, three sets of educational modules for the 2003, 2005 and 2007 Series have been produced for public distribution. Due to the public's overwhelming response, over 5,000 copies of the training modules have been given out over the years. In 2007/08, the EOC replicated 2,000 copies of each module for free distribution.

### Production of EOC Corporate Video

A new EOC corporate video in Cantonese, English and Putonghua was produced in 2007/08 to introduce the work of the EOC to the public, overseas visitors, rehab groups, women's groups and community organizations. The video has been uploaded to the EOC website and 2,000 copies of the video in DVD format have also been distributed to rehab groups, women's groups and non-profit making organizations.