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EOC Journal

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STEREOTYPE
定型觀念



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

目錄 Content

主席的話
Chairperson's Message 2

Spotlight 焦點

- 3 定型觀念 — 偏見的始源
Stereotype – Where Bias Begins
- 8 微冒犯
Microaggressions
- 11 突破性別防線 — 足球主帥陳婉婷
Crossing the Line: A Girl's Fight in the Male-dominated Football Court
- 15 Brar Harprabdeep Singh: 香港是我的過去、現在、未來
Brar Harprabdeep Singh: Hong Kong is my Past, Present and Future
- 18 定型觀念與你同在？
Stereotypes – Do they choose us, or do we choose them?

News Update 平機會近況

21 迎新應「錫身」
O-camps and the S word

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夏日正盛，熾熱的陽光照得人如火燙一樣，恨不得跳進冰凍的水池中降溫。但對於住在南半球的朋友來說，感受可不一樣，更遑論與「炎熱」扯不上丁點關係的南北兩極。由此可見，「甲之甘露，乙之砒霜」，大自然的法規亦總有例外。我們總不能以片面的觀察來對事物作出推論、奉為圭臬。無可否認，現今社會步伐急促，資訊發達，大多數人傾向以刻板定型的印象和概括的看法來過濾和歸納資訊，從而應付瞬息萬變及龐雜的資訊。但我們必須認清這種概括化的思考模式可能會為我們、他人，以至社會帶來影響，輕則造成謬誤，令我們在日常社交失禮於人前；而當這些以偏概全的論據變成定型觀念甚至偏見，更有機會造成不理性的排斥、歧視、不公，甚或戰爭。

平等機會委員會（平機會）的其中一個核心使命，就是消除會導致歧視的定型觀念。在這一期《平等點·線·面》，我們以「定型觀念」為題，讓讀者了解潛藏在我們日常生活中的定型觀念，以及這些觀念有何危險之處。我們亦訪問了一些在真實生活中曾受定型觀念影響的人士，讓他們親身分享定型觀念如何影響他們的生活，以及他們如何打破這些預設的框架。

無論你此刻正在太陽傘下乘涼，或是在壁爐前取暖，甚至是與北極熊作伴，我希望這期刊能引發你對這議題的興趣和深入思考。定型觀念令我們無法領受生命所蘊藏的絢麗，而世界，本就應廣闊無限。

平等機會委員會主席

陳章明教授

2017年8月



Sizzling summer is here – but not if you are living in the Southern Hemisphere and “sizzling” perhaps never happens in the Polar regions. Nature tells us there is an exception to every rule. What holds true for some may not hold true for all. While generalisation allows us to filter information from the external world quickly so that we can get

on with our busy lives, we need to heed the harm it can do to us, to others, and to society. In mild instances, we end up committing a social faux pas. But when generalisation goes overboard and turns into stereotypes, it can lead to ungrounded resentment, discrimination, injustice, and even wars.

A core mission of the Equal Opportunities Commission (EOC) is to eliminate stereotypes that lead to discrimination. For this issue of the *Equality Perspectives*, we have done some research and observations on common stereotypes in Hong Kong. Our findings are summarised to give the readers a rough idea of the stereotypes embedded in our day-to-day life and why they are dangerous. We have also interviewed people who have been subjected to stereotyping in real life, and let them explain first-hand the troubling nature of stereotypes and possible ways to overcome them.

I hope you enjoy this mind-boggling topic, whether you are sitting under a parasol, in front of a fireplace, or next to a polar bear. Life is vast – so much so that stereotypes cannot contain all its wonders.

Professor Alfred CHAN Cheung-ming

Chairperson

Equal Opportunities Commission

August 2017

定型觀念

偏見的始源

Stereotype

Where Bias Begins

幾個月前，網上瘋傳一段美國教授接受英國廣播公司（BBC）訪問的片段。正當該名衣著得體的教授在鏡頭前分析南韓政治時，他的兩名小孩突然闖進房間，他嘗試保持鎮定，與此同時，一名亞裔女子迅速飛奔進來，把孩子拖走。

隨後全球爭相轉載該段有趣小插曲，就事件作出不同揣測，有些媒體並假定該名亞裔女子金正雅（Jung-a KIM，音譯）為保姆，而事實上她是教授的妻子和孩子的母親。為何這麼多人會作出這樣的假設？難道是因為她的種族，還是因為她的性別？抑或是兩者均有關連？

這個無意識的偏見看似無傷大雅，但對於社會上不同群體的定型觀念，則可能會為現實生活帶來不良後果，甚至傷害。

A few months ago, a video of an American professor's misfortunes during his interview with the BBC went viral on the Internet. The impeccably dressed academic was giving an analysis of South Korean politics when his two young children burst into the room. As the poor man tried to maintain his composure, an Asian woman came flying through the door, dragging the two children out of sight.

In the subsequent global scramble to piece together the back-story, some media outlets unwittingly assumed the Asian woman, Jung-a KIM, was the nanny when she was in fact the professor's wife and the children's mother. Why did so many people make such an assumption? Was it because of her ethnicity, her gender or both?

Such unconscious bias may seem innocuous in this incident. But stereotypes of different social groups in our society can lead to real life and even damaging consequences.

甚麼是 定型觀念？

What are stereotypes?

定型觀念到底是甚麼呢？廣義而言，定型觀念是指我們對於社會上不同群體的普遍看法、先入為主的觀念或假設。性別定型是對男性和女性作出的假設；而種族定型便是對不同種族的概括觀念。這些假設某程度上或許是正確，但實際上卻不能反映有關群組的個別人士特質，包括他們的實際潛能和能力。

定型觀念是一種捷思方法，有助我們處理龐大的資訊。我們通常在年幼時接觸這些觀念，耳濡目染，直至它們根深蒂固地印在腦海裏，最終成為我們作出判斷和決定時的基本原則或捷徑。這種過於草率的概括觀念，危險之處在於它可控制人們的行為，導致我們在個人或社會層面上，對不同群體作出歧視和不平等對待。

So what are stereotypes? Broadly speaking, they are generalised views, preconceptions or assumptions we make about different groups of people in society. Gender stereotypes then are assumptions made about men and women, while racial stereotypes are generalised beliefs about different ethnic and racial groups. These assumptions, while true to certain extent, often do not correspond with the potential and abilities of the individuals belonging to the groups.

Stereotypes are heuristics, which help us process the vast amount of information around us. We usually pick them up from a young age, until they become ingrained in our minds, and eventually serve as the rule of thumb or shortcut for making judgement and decisions. The danger of these over-simplified generalisations is that they have a powerful hold over people's actions, and can lead to discrimination and unequal treatment of different groups on an individual and societal level.



性別定型與女性 Gender stereotypes and women

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「性別定型的觀念在香港社會非常普遍，這些觀念被媒體渲染，持續地物化、性化和貶低女性，帶來嚴重後果。」致力提倡女性全面和平等地參與社會的婦女基金會副行政總裁程沛玉女士表示。

性別定型不單影響女性的心理健康，更會窒礙她們的機遇及發展潛能。最顯而易見的例子是本港女性在科學、科技、工程及數學(STEM)範疇的參與，所佔比例仍然偏低。2015/16年度，所有修讀科學的大學生之中，僅38%是女性。兩性失衡在與STEM相關的行業更加明顯。根據婦女基金會最近一項研究指出，認為女性不能在STEM範疇中取得成功的想法，正正是窒礙她們修讀與科學相關學科的重要原因。

程女士指出：「香港的性別差距十分嚴重，甚至大於其他已發展國家。某些職業主要由某一性別擔任的情況，在香港仍然非常普遍。這情況令人憂慮，因為年輕一代的女性在追尋理想時，在行內很可能找不到傑出女性作為榜樣。」

Switch on the television, flip through a magazine, or glance at the billboards on the streets – with almost absolute certainty, you will find images and messages on how men and women should look and act.

“Gender stereotypes are highly prevalent in Hong Kong society,” said Rita CHING, deputy CEO of The Women’s Foundation, a local organisation which promotes full and equal participation of women and girls in society. “These stereotypes are exacerbated by

the media, which continue to objectify, sexualise and diminish women, bringing harmful consequences.”

Not only do gender stereotypes affect women’s psychological well-being, but they also undermine their life chances and abilities to achieve their full potential. Women, for example, are underrepresented in the fields of science, technology, engineering and mathematics (STEM) in Hong Kong. In 2015/16, of all the university students studying science, only 38% were female. The gender imbalance becomes even more pronounced in STEM-related workforce.

As a recent study by The Women’s Foundation points out, the belief that girls are not capable of succeeding in STEM fields plays a significant role in discouraging female students from studying science-related subjects.

“We have a big gender gap in Hong Kong, more than other developed economies,” Ching said. “The representation of gender-specific professions is still very apparent in Hong Kong. This is concerning because younger women and girls do not have readily visible role models from which to base their aspirations.”

家庭
FAMILY

事業
CAREER

個人
PERSONAL



種族定型與少數族裔 Racial stereotypes and ethnic minorities

香港被稱譽為國際都會，但這都市真的是包容共濟嗎？

事實上，身處於香港的非白種少數族裔甚少被正面描繪。有調查更顯示，每當他們出現在新聞裏，總是離不開本地的罪案，而那些報道往往是煽情的。同時，在電影、電視裏，他們經常演出千篇一律的角色，總是被定型為歹徒或諧星。

香港融樂會總幹事張鳳美女士說：「南亞裔、東南亞裔、非洲裔及南美洲人士常被某些媒體描繪為歹徒、罪犯、小偷、領取福利者、非法移民和難民。當中有些指控不但失實和不負責任，更燃起香港人對少數族裔的恐懼和敵意，撕裂原本多元化和充滿活力的香港。」

這些對少數族裔的定型觀念，對他們接受教育亦構成重大障礙。張女士強調，一些主流幼稚園及學校不願意錄取南亞裔和東南亞裔人士的孩子，認定這些小孩是「頑皮、粗野和懶惰」，而他們的家長則疏於管教，對孩子的教育漠不關心。

張女士說：「家長在無計可施的情況下，只好為子女報讀錄取大量少數族裔學生的學校，令種族隔離的問題更為嚴重。」

種族定型亦影響著少數族裔的日常生活。2016年一項平機會問卷調查反映，少數族裔即使做平常不過的事，如購物、租屋等，也會遭到不平等的對待，被視為難搞和惹人討厭的一群。

Hong Kong claims to be a world city, but is our city truly inclusive?

In fact, non-white ethnic minorities in Hong Kong are rarely portrayed in a positive light. Research has highlighted that whenever they appear in the news, they are mostly associated with various crimes in the city, and the reports are often sensationalised. In films and TV, meanwhile, they are usually presented as one-dimensional characters, frequently being typecast in villainous or comedic roles.

“South and Southeast Asians, Africans and South Americans are portrayed negatively by selected media as gangsters, criminals, thieves, welfare recipients, illegal immigrants, and refugees,” said Phyllis CHEUNG, Executive Director of Hong Kong Unison. “Not only are some of these comments inaccurate and irresponsible, they also fuel fear and hostility towards ethnic minorities in Hong Kong and fracture Hong Kong’s diverse and vibrant community.”

Such stereotypes of ethnic minorities in Hong Kong pose significant barriers for their access to education. Cheung, for example, highlighted that some mainstream kindergartens and schools are reluctant to accept South and Southeast Asian children because they are seen as “naughty, rambunctious and lazy”, while their parents are assumed to be uninterested in their children’s education.

“Parents have no choice but to enrol them in kindergartens and schools with large number of South and Southeast Asian students, intensifying the problem of racial segregation,” Cheung said.

Racial stereotyping also affects ethnic minorities’ daily lives. An EOC survey in 2016 found that ethnic minorities faced unequal treatment when trying to complete seemingly ordinary tasks, such as shopping or renting properties, as they were often assumed to be difficult to deal with and considered a nuisance.

那麼我們該如何跨越性別及種族定型？首先我們應反省對於某種族或性別的假設，到底是否符合事實？正如程女士認為，對付性別定型的更具體方法包括宣揚男女同工同酬，同時鼓勵男性肩負更多家務。而學生和年輕人亦應該接觸更多類型的學習對象和職業選擇。

「手機和社交平台讓我們可輕易上載及分享內容。在發布訊息和相片或給予讚賞時，我們都應該多加思索這些內容有否存有定型觀念。我們亦應更勇敢地對性別歧視的留言和行為提出質疑。事實上，我們每個人都可多出一分力，幫助下一代以批判思維檢視他們看到的內容，思索我們希望成為怎樣的人。」程女士說。

張鳳美女士亦認為，要改變公眾對少數族裔的看法，應從孩童著手，由幼兒階段開始。最重要的是確保教科書內不會包含種族定型的觀念，同時亦需要讓更多少數族裔兒童入讀主流幼稚園。



跨越定型 Moving beyond stereotypes

How can we move beyond gender and racial stereotypes? The first step perhaps is to question whether the assumptions we make about race and gender are accurate reflections of reality. As Rita Ching suggests, more concrete steps to tackle gender stereotypes include promoting the idea that men and women are equal earners, while encouraging men to take up more household responsibilities. Students and youngsters should also be exposed to more diverse range of role models and career options.

“With mobile devices and social media, we are all content creators. We can all be more thoughtful about the messages and photos we post and the way we compliment people. We can all be braver about confronting sexist comments and behaviour, and we can all do more to help our children think critically about the content they are watching and the kind of human beings we hope they will grow up to be,” Ching said.

Phyllis Cheung, meanwhile, also believes changing public perception of ethnic minorities begins with children. Ensuring textbooks are free of racial stereotypes while also allowing more ethnic minority children into mainstream kindergartens are critical. “Racial integration should start at a young age,” she said.

M微冒犯 Microaggressions

歧視和定型往往以不同方式和型態出現，有些歧視來得明刀明槍，徹頭徹尾是中傷、侮辱，甚至欺凌；有些歧視則較為隱晦，甚至偽裝成善意的舉動或讚美之詞。

Discrimination and stereotype manifest in many different ways. Some are like sirens which can be spotted from miles away. But others are much more subtle that can seem benign or even like a compliment on the surface.

處於弱勢的邊緣社群如少數族裔、女性、性小眾和殘疾人士，每天都會遇到這些隱性歧視。這種歧視叫做「微冒犯」，是指一些人基於別人乃邊緣群體的緣故而不知不覺間對其作出帶有貶意或輕視的行為，包括言語及非言語的冒犯和侮辱。這些行徑源於對邊緣群體的定型偏見，當事人可能無意識或漫不經心地作出這些言行，雖說「言者無心」，而這些言行亦看似細微，但背後卻隱藏貶抑的意義，讓人感到被輕視、排擠、自尊受損，甚至令社會上的不平等狀況延續下去。

人與人之間的溝通和相處從來不易，但與其說別人「玻璃心」、太敏感，不如先反省一下自己的言行。《平等點·線·面》透過志願團體的安排，訪問了來自不同界別的人*，了解他們遇過的「微冒犯」。你又曾否做出或經歷有關行為呢？

Individuals in marginalised groups, such as ethnic minorities, women, LGBTI (lesbian, gay, bisexual, transgender and intersex) communities or people with disabilities, are often confronted with microaggressions on a daily basis. These are subtle verbal and non-verbal slights and insults which communicate denigrating or derogatory messages to the persons based on their marginalised group status. They also reflect the stereotypes society holds of these groups and perpetuate inequality.

Creating an inclusive society can start from the personal. The first step is to recognise the actions that treat different people in a detrimental fashion. With the referral from NGOs, *Equality Perspectives* spoke to individuals* from all walks of life to shed light on the microaggressions they have encountered.

*註：為保障私隱，有關人士的名字已被改動

*Note: All names have been changed to protect privacy

何謂「微冒犯」？

「微冒犯」（Microaggression）是指對任何邊緣群體的隨意貶抑。此術語是由精神科醫生兼哈佛大學教授Chester M. Pierce 於1970年提出，本用來形容他於日常生活中經常目睹非裔美國人受到侮辱和蔑視的情況。時至今日，「微冒犯」一詞已涵蓋對任何社會上邊緣群體（包括窮人和殘疾人士）的隨意貶抑。心理學家隋文（Derald Wing Sue）將「微冒犯」定義為「基於某人屬某群體的一分子而於日常簡短交談中向其傳遞具貶毀意思的訊息」。（資料來源：維基百科）

What is microaggression?

A microaggression is the casual degradation of any marginalised group. The term was coined by psychiatrist and Harvard University professor Chester M. Pierce in 1970 to describe insults and dismissals he regularly witnessed non-black Americans inflict on African Americans. Eventually, the term came to encompass the casual degradation of any socially marginalised group, such as the poor or the disabled. Psychologist Derald Wing Sue defines microaggressions as “brief, everyday exchanges that send denigrating messages to certain individuals because of their group membership”. (Source: Wikipedia)

你M到嗎? Are you on your period?

「每當我與男士爭論，表達不認同他們的意見時，他們總會問『你M（月經）到嗎？』。我覺得這種說法充滿羞辱，因為背後的意思是作為女性，我必定是不理性、情緒不穩，他們這句話無疑是否定我的見解和感受。這句話我在高中時期已聽過很多次，在香港一般人對月事這話題都有所避忌，而他們卻在爭論時以這句話來反駁我。如果我再次聽到這說話，我會告訴他們，我的月事並不影響我的分析能力，我生氣並非因為與他們意見不合，而是因為他們這句輕蔑的說話。」

“Men have asked me ‘are you on your period’ when I disagree with them about something. I find this phrase very dismissive because what the person really means is that since I’m a girl, I’m bound to be emotional, and my feelings aren’t legitimate. I heard this a lot in high school, and in Hong Kong where talking about period is already a taboo, using this phrase as a comeback adds even more shame to the topic. Now, if I hear this again, I would tell the person that my period has nothing to do with my actions. Instead, it’s what he is saying that makes me angry or that I disagree with.”

詠彤 Crystal

你過分的鼓勵，令我感到無奈 I feel helpless in the face of your excessive encouragement

「我有肢體殘障並喜歡繪畫。每當我在戶外寫生時，不少人會在我背後議論，有些人會特意走過來稱讚我，亦有些父母會叫他們的孩子向我學習，指『連殘疾人士也能繪出畫作』。我明白他們出於好意，但這些誇讚帶有一定的貶意，加深了人們以為殘疾人士能力有限的誤解。我今年已26歲，並不需要別人告訴我，我的能力有多大，我只想別人把我當成平常人般看待。」

“I have physical disability and enjoy painting. Every now and then when I am painting outdoors, people would make remarks behind me. Some would come up to me to give me encouragement. I’ve also heard parents tell their children to learn from me and say ‘see how a person with disability can paint well’. I understand they meant well but these exaggerated compliments and encouragements are quite demeaning. They reinforce the assumption that people with disabilities have very limited abilities. I’m 26 years old so I don’t need others to tell me how able I am. I just want them to treat me like an ordinary person.”

亞偉 David

Disability
殘疾微冒犯

我和你樣貌不同，不代表我知的比你少 Just because I look different from you doesn’t mean I know less than you

「我是南亞人，有些本地人因此以為我對香港認識有限，即使我已經在這城市生活了一段長時間，有些同事仍是滔滔不絕地向我解釋最基本的東西，像講解不同食品 and 指點路向。他們這樣做無疑是暗示少數族裔缺乏見識，提醒我在這城市我是個外人，間接打擊我的自信。我並非不欣賞別人對我伸出援手，只是若我真的需要協助，我會出聲要求。」

“Some local people assume I don’t know much because I am a South Asian. I’ve had colleagues trying to explain very basic things to me like food items or directions, even though I have already lived in the city for a long time. These incidents imply that ethnic minorities are seen as unknowledgeable. They also remind me that I’m an outsider, which doesn’t help to increase my self-esteem. It’s not that I don’t appreciate others helping me. But I’m also capable of asking for help if I need it.”

安妮 Annie

我的膚色不會使我成為罪犯或變得骯髒 My skin colour doesn’t make me a criminal or dirty

「每當我乘搭公共交通工具坐下來時，坐在我身旁的人都會站起來，又或者會全程摀住鼻子。在機場，海關人員總是重複查看我的身份證和行李。最近，我的業主還不斷上門查察我的情況。只因為我的膚色，他們就以為我帶有病菌、骯髒，或是個罪犯，這些都是非常侮辱的行為。」

“When I take public transport, people often stand up when I sit next to them. Or they would hold their nose the whole time. At the airport, officers always double checked my identification and my luggage. Most recently, my landlord has been coming to my flat and checking up on me constantly. Just because of the colour of my skin, they assume that I carry a disease, I’m dirty or I’m a criminal. These are all very insulting behaviours.”

米高 Michael

Racial
種族微冒犯

Crossing the Line: 突破性別防線

足球主帥陳婉婷

A Girl's Fight in the Male-dominated Football Court



一直以來，足球被視為男性主導的運動，但偏偏綽號「牛丸」的陳婉婷卻愛上了它，更選擇了有別於一般女子所走的路，將這份興趣發展成事業，當上香港男子甲組足球隊的主教練，甚至成為全球首位帶領男子職業隊贏取超級聯賽冠軍的女教練，被BBC選為2016年度全球百大女性之一，吸引全球媒體報導。

陳婉婷的故事備受社會矚目，更被視為衝破性別定型框架和界限的表表者。究竟陳婉婷怎樣看自己的職業，她如何面對社會的不同聲音，還有克服當中的挑戰？我們有幸和她細談，聽她分享她的經歷、信念和抱負。

Hong Kong football gained much attention in the global sports arena in 2016, thanks to a woman who led local men's football club Eastern to win the Hong Kong Premier League title. CHAN Yuen-ting, better known among her fellow Hongkongers by her nickname "Beef Ball", is the first woman in the world to win a top-flight title in men's professional football. Her success not only made her an instant sensation and headlines' favourite, but also got her a place on the BBC's 100 Women list. She was even hailed as crossing the gender gap into the male-dominated world of professional football.

The *Equality Perspectives* talked to her about how her coaching career began, her joys and setbacks, and how she inadvertently broke the gender stereotypes in sports.

平：平機會

E: Equal Opportunities Commission

陳：陳婉婷

C: Chan Yuen-ting



平：你是否自小已立志要在運動或足球方面發展？

陳：我小時候十分內向，老師甚至懷疑我是自閉，直至上了中學喜歡上運動才慢慢改變過來。當時我非常喜歡英國球星碧咸，於是便開始接觸足球，中四時更瞞著家人偷偷報名參加暑期足球訓練班，隨後加入沙田體育會女子足球隊。由於我實在太喜愛足球，所以希望將它變成事業一部分。

平：你擁有相當不俗的學業成績，又修畢大學課程，一般人會選擇加入大機構或薪高糧準的工作，但你卻選擇較「另類」的職業，加入球隊。你當時有否掙扎？家人對你的決定有何反應？

陳：當初作出決定時曾經掙扎過，主要是家人反對。他們希望我畢業後可找到較穩定的職業，分擔家庭開支，亦因此我和家人曾有過磨擦，很慶幸家人最終容許我作出嘗試。

平：你覺得作為女性執掌男子足球隊有甚麼好處？

陳：我認為凡事總有兩面。女性作為男子足球隊的教練，好處是心思細密，觀察入微，在部署比賽的戰略上會較慎密，能彌補男性未必有的觀點。但亦正正是男女的觀點不同，我必須多花時間與球員溝通，聽取他們的意見，並嘗試從男性的角度了解他們的看法和感受。

平：當初你加入球隊做教練，有沒有預計過會出現這麼大的迴響？對於傳媒以至大眾的注視，有否對你造成壓力？你如何處理及面對？

E: Have you always wanted to develop a career in sports/football?

C: When I was a child, I was such an introvert that a teacher thought I was autistic. It wasn't until secondary school that I began to change and grew an interest in sports, football in particular, as I had a big crush on David Beckham. When I was in S4 I signed up for a summer football training camp behind my parents' back, and later I joined the Shatin Sports Association women's football team. In the end I became so fascinated with football that I decided to make a career out of it.

E: With academic performance and university qualifications like yours, most people would probably choose more conventional career paths like joining a big company that would offer a stable salary and good promotion prospects. Did you struggle about your career choice? How did your parents react when they knew about your decision to go into football coaching?

C: Yes, I had my struggles, not because I wasn't sure what I wanted to do, but because of opposition from my family. They wanted me to get a stable job and share the household financial burden. My career choice did lead to some conflicts, but luckily they allowed me to give it a try in the end.

E: As a woman, what advantages do you think you have in leading a men's football club?

C: As with all things, there are plus and minuses. Generally speaking, women tend to be more thoughtful and attentive to details compared to men. I can complement the perspectives of men and devise well thought-out strategies. That said, it's exactly because of the differences in perspectives between the two sexes that I need to spend more time on communicating with my team, to try to understand their point of view.

E: Did you expect that much reaction to your coaching career when you first joined the football club? Does the media and public attention create any pressure? How do you cope?

陳：當然沒有預計過會出現這麼大的迴響，起初我對於大眾的目光和注視感到十分不慣，唯有盡量以平常心面對，不去理會外間的聲音，用心做好工作。球迷在球場上的反應有時也很激烈，甚至會對我說出難聽的話，最初當然會不開心，但現在習慣了，我已能對謾罵聲淡然處之！

平：坊間出現這麼大的迴響，是否某程度反映了社會的性別定型觀念，覺得男子足球隊應由男性擔任教練？

陳：無可否認，足球在香港仍是男性主導的運動，這是大環境所致。我認為每種運動皆有不同特質，男性在某些運動如足球會較突出；同樣地，某些女性運動如排球會較吸引觀眾。



平：在你的職業生涯中曾否經歷過挫敗？

陳：每次面對球隊散班，我都感到非常挫敗，懷疑自己選擇這條路是否正確。始終香港足球生態缺乏可持續發展的因素，前景不明朗。

平：你認為香港的男女平等狀況如何？

陳：我認為整體上香港男女相當平等，並沒有性別歧視。事實上，大部分職業容許不同性別加入，相比亞洲甚至中東一些國家，香港算是十分平等、開放。就以女性作為男子球隊教練為例，在某些國家根本是不可能發生的事情。

平：香港社會對兩性有不少標籤和定型觀念，例如女性應該舉止溫柔，外觀方面則長髮披肩、身形纖瘦，很明顯你並不符合香港社會對兩性的「傳統」期望或定型形象，你曾否感到壓力要作出改變？

C: There's no way I had expected such massive reaction from the public. I was really not accustomed to the attention at the beginning. I tried not to take what others think of me too seriously. I have had some football fans hurling insults at me. When it first happened I was naturally quite upset, but now I have gotten accustomed to these things and don't take them seriously.

E: Do you think the reaction is due to certain gender stereotypes in sports? A lot of people still think a men's football team should be led by a male coach.

C: Well, it is undeniable that football is still dominated by men, especially in Hong Kong. What I think is that men and women can both be good at sports. It's just that in professional sports, some sports like men's football are more popular, just like women's volleyball draws greater interest.

E: Have you experienced any setbacks in your career?

C: I felt quite frustrated every time my team was disbanded. At times like this I would ask myself whether I picked the right path. After all, the prospect for professional football in Hong Kong isn't the brightest, lacking the conditions for sustainable development.

E: What do you think of the state of gender equality in Hong Kong?

C: Overall men and women in Hong Kong are quite equal. There is no gender discrimination, and jobs are open to both sexes. Compared to some other Asian places and countries in the Middle East, Hong Kong is a rather equal and open city. For example, it would be impossible for a woman to become the coach of a men's football team in some countries.

E: There are a lot of labelling and expectations on the two sexes in Hong Kong. For instance, there is this stereotypical image of women being long-haired and slim, and gentle in character. Have you ever felt the pressure to change yourself because you do not conform to this "traditional concept" of femininity?

陳：我亦意識到自己與其他女孩不同，正如近年參與舊生聚會，其他女同學都打扮得很女性化，只有我像個「男仔頭」。但我覺得不用去改變或包裝自己，我的態度是be honest, be true，做最真實的自己，才可令身邊的人感到受尊重和信任。

平：對於自己成為別人的典範甚至偶像，你有甚麼感受？

陳：我並非甚麼偶像，其實社會上有很多傑出的人士在不同崗位，我慶幸透過傳媒報導，讓更多人認識到「牛丸」的故事，讓我可「以生命影響生命」，若有人可從我的故事中得到啟發，我會感到十分開心，而我覺得這亦是生命的意義。

平：你認為「牛丸的故事」對女性的地位或女性作為教練有否帶來改變？會否只是個別例子，如流星火花，還是會延續，推動更多女性參與足球運動？

陳：我想我的經歷可起到鼓勵作用，有正面影響。近年社會趨勢和文化有所改變，家長的態度亦較開通，令女子足球活動和參與人數與日俱增。我相信會繼續向好發展，令更多女性參與足球運動，提升香港女子足球的水平。

平：對於想跳出性別定型框框或作出突破的年輕人，你有何忠告？

陳：我的座右銘是「因為相信，所以看見」，要相信自己的能力。人生難免有高低，但必須以信念克服困難，相信雨後定必有彩虹。我認為一個人的態度很重要，可改變事情的結果。我想我的特質是固執、夠堅持吧，像頭牛一般，這就是別人叫我「牛丸」的原因。另外，人與人之間的尊重、信任亦很重要，必須學習尊重，還有莫忘初衷。

觀看陳婉婷訪問的短片
Watch the video of
CHAN Yuen-ting's interview



中文



English

C: I notice I am quite different from other women. At alumni gatherings, many of my old classmates dressed in a feminine way, whereas I dressed more like a boy. I just do not see the need to change myself to suit a certain image. My attitude is be honest and be true to myself. This is what I think makes people feel respected and trusted.

E: How do you feel about being the role model or even idol for some people?

C: I'm not really idol material. There are plenty of remarkable people in society doing other things. I am just lucky that my story got picked up and spread by the media. Of course I would be happy if people are heartened and inspired by my story. To me the meaning of life is making an impact on others' lives.

E: Do you think your story has an impact on the overall status of women or at least the status of women in professional football coaching? I mean, are you going to be a "trophy female coach" or will your story inspire more women to take part in football?

C: I suppose my story does have an encouraging effect in motivating participation in women's football. In fact, society has changed a lot in recent years. Parents are becoming more open and there are more and more girls taking part in football activities. I am sure women's football in Hong Kong is heading towards the right direction and its overall level is rising.

E: Do you have any advice for young people who want to break away from gender stereotypes or social conventions?

C: My motto is "believing is seeing". My advice would be, believe in your ability. Life is full of ups and downs. It is those who believe in themselves that will see rainbow after the rain. Second, attitude is important. It can change the outcome. People call me "Beef Ball" because I am stubborn like a cow. It is this strong will and perseverance that changed my life. Also, learn to respect other people. Respect and trust are always important. Last but not least, never forget your dreams.



Brar Harprabdeep Singh: 香港是我的過去、現在和未來 Hong Kong is my Past, Present and Future

少數族裔佔香港人口8%。儘管他們對香港作出重大貢獻，但在本港公共領域卻很少看見他們的身影。今年小彬紀念基金會（The Zubin Foundation）第二度發布一份「多元名單」，進一步推廣致力服務香港又有才華的少數族裔。現年26歲的Brar Harprabdeep SINGH便獲提名成為「多元名單2017」的其中一員，他是香港土生土長的大律師。《平等點·線·面》與他進行了一次訪談，細談他的成就以及他對香港的願景。

Ethnic minorities make up 8% of Hong Kong's population. Notwithstanding the significant contributions they make to Hong Kong, it is rare to see ethnic minorities in the city's public sphere. For the second year, the Zubin Foundation published its diversity list to further promote talented ethnic minorities who are committed to serving Hong Kong. The *Equality Perspectives* spoke to Brar Harprabdeep SINGH, a 26-year-old Hong Kong-born barrister who was nominated to the 2017 Diversity List, about his achievements and his vision for Hong Kong.

平：平機會 E: Equal Opportunities Commission S: Brar Harprabdeep Singh

平：作為一個少數族裔，你在香港成長的體驗是怎樣？

S：我的成長充滿樂趣。我在這城市土生土長，我愛我的學校，愛到維多利亞公園去玩樂。我從小就住在銅鑼灣，見證它多方面的改變，那些轉變反映了香港的變化。我不會視自己為少數族裔，我是一個香港人，視香港為家，無論這裡有甚麼問題或出現甚麼社會政治狀況，我都一樣喜愛這城市。香港是我的過去、現在和未來。

E: What was it like growing up in Hong Kong as an ethnic minority?

S: Growing up was a very fun-filled experience in Hong Kong. I was born and raised in the city. I loved school and going to Victoria Park. I've lived in Causeway Bay all my life, seeing how it's changed in many different ways, which reflect the way Hong Kong has changed. I don't see myself as an ethnic minority. I just see myself as a Hongkonger, and Hong Kong as my home, someone who loves Hong Kong regardless of its problems, its social and political issues. I see Hong Kong as my past, present and future.

平：你在學校曾否遭遇過任何欺凌或歧視？

S：沒有。我在學校從未試過被欺凌，或許是因為我長得非常高大又熱衷田徑。當然在日常生活中，我與人互動時也會有些溝通上的問題。有些人會因為你的衣著或你的外表，而把一些假設放到你身上。我不會斷定他們對與錯，因為每一個人都有他們各自的經歷，而且每一個人都在不同的環境中成長。

平：你對於定型觀念有甚麼看法？你認為香港這方面的情況嚴重嗎？

S：正如世界上其他城市一樣，香港存有定型觀念，而且不只局限於少數族裔。事實上，不少人會按照他們所看到和學到的事物而形成一些先入為主的觀念，所以定型觀念是難以避免的。我認為解決那些偏見的最好方法就是坐下來與那些帶有偏見的人聊天，向他們解釋你是誰、來自哪裏。很多時你會發現他們對你的背景感到非常好奇，想多作了解，並且會變得暢所欲言。

若你的言行與別人對你作出的假設相符，只會加深他們的定型觀念，令這些定型觀念無法打破。舉例說，假如有人以你的種族來辱罵你而你為此感到憤怒，那麼人們便會認定那些種族辱罵很可能是真的。定型觀念很多時是由缺乏了解和資訊所造成，最好的應對方法就是保持冷靜，以高情緒智商正面地解決事情。

平：你獲提名成為小彬紀念基金會的「多元名單2017」其中一員，這對你而言有甚麼意義？你希望對香港作出怎樣的貢獻？

S：能夠成為名單的其中一員是無上光榮。它讓本港少數族裔獲得更多曝光機會，令很多來自不同光譜、先前不為人知的成功和具備才華的人受到注目。他們都是一群熱愛香港又想為這城市作出貢獻的人。

E: Did you encounter any bullying or discrimination at school?

S: No, I've never been bullied at school, probably because I was very tall and athletic. Of course I've had some miscommunications when interacting with people in everyday life. Because of the way you dress, the way you look, some make assumptions about you. I don't judge them because everybody has their own experiences and everybody grew up in a different environment.

E: What do you think of stereotypes? Do you think these are serious in Hong Kong?

S: Like any other cities in the world, stereotypes exist in Hong Kong and are not just confined to ethnic minorities. In fact, stereotypes will always exist because of people's pre-conceived notions, based on what they have seen and learnt. I think the best way to break those biases is to sit down and have a chat with them, explain who you are and where you come from. Most of the time, you'd find that people are very curious and would become more open.



Stereotypes cannot be broken if you reinforce them by acting in the way people assumed you to be. For example, if people used racial slurs against you and you got angry, then people would assume that the racial slurs were probably true. Most of the time, stereotypes are created out of ignorance and lack of information. The best way is to stay calm, have strong EQ, and tackle them positively.

E: You were nominated to the Zubin Foundation's 2017 Diversity List. What does it mean to you to be nominated? What do you hope to contribute to Hong Kong?

S: It's a huge honour to be included in the list. It is giving a lot of exposure to ethnic minorities, bringing attention to many successful and talented people across the spectrum who were previously hidden. These are people who love Hong Kong and want to contribute to the city.



至於我，我希望幫助年輕人，不只是少數族裔，而是任何一個以香港為家的人，協助他們找尋方向、理想和熱衷的事物，因為我也曾經歷過他們面對的情況。

平：你認為現時在本港公共領域有足夠的少數族裔代表嗎？

S：或許不夠。我的看法是我們可以有更多不同的面孔和意見。

平：你認為法律可以扭轉歧視的態度，帶來積極的改變嗎？

S：我認為在法律的層面上，可分為「硬法」和「軟法」。在「硬法」上，我們有一套反歧視法例。然而，制定法律較執行法律來得容易，因為受到歧視的人往往因著各種緣故，可能會選擇放棄申訴或進行追討，以致難以將歧視者繩之以法。所以我會把注意力放在「軟法」上，包括在職場內制定準則和指引，以確保每個人都處於安全的環境中。我認為制定法律與推動社會開放這兩方面，需要兩者兼備、互相配合。以後者而言，我們可以推出一個運動，讓社會不同人士有機會走在一起，打破偏見障礙。一旦人們互相了解，歧視自然迎刃而解。

I want to help young people, not just ethnic minorities but anyone who has accepted Hong Kong as their home, to find their direction and their passion because I've been there.

E: Do you think there is enough representation of ethnic minorities in the public sphere?

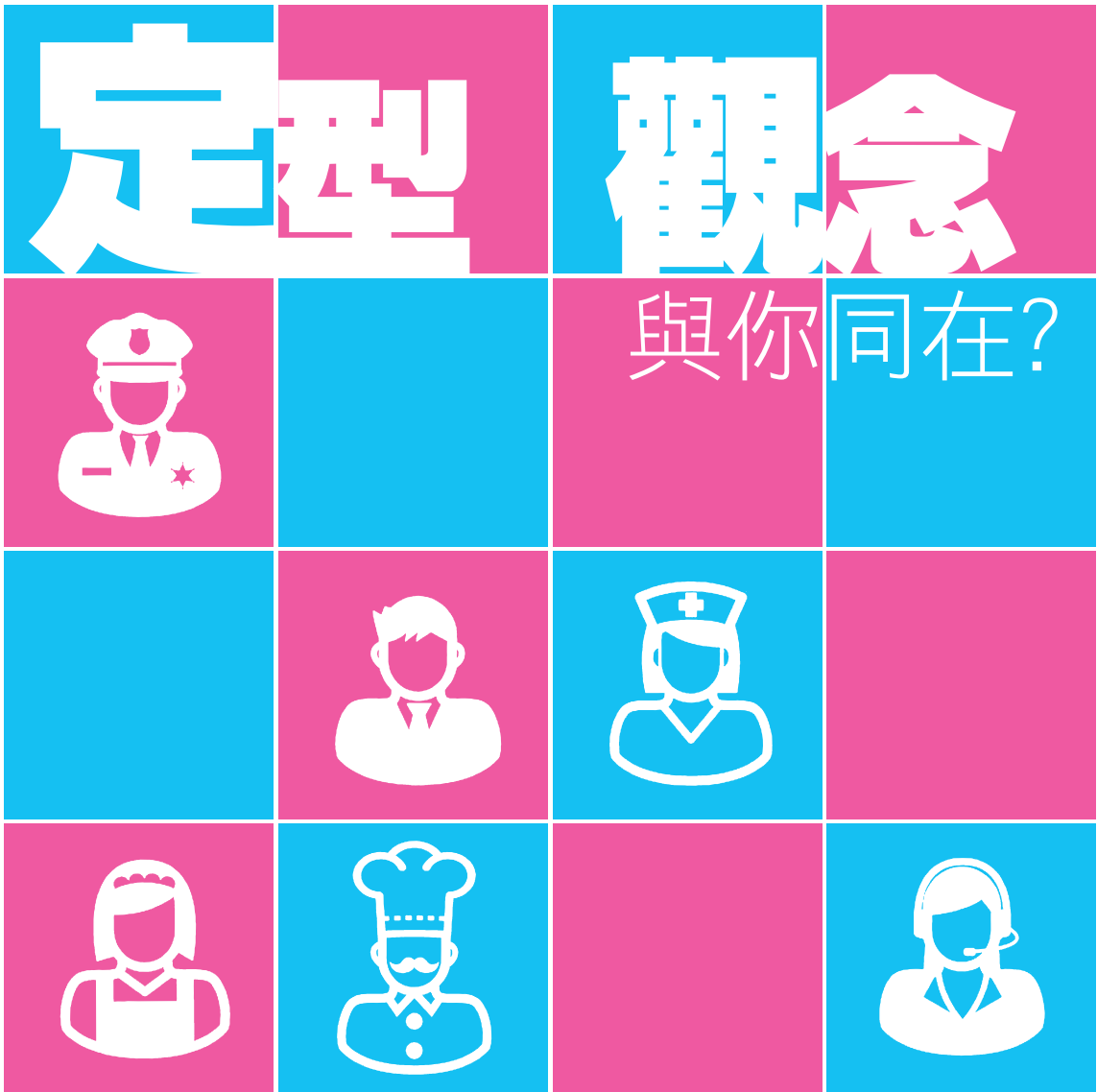
S: Probably not. I think we can have a lot more different faces and views in the public.

E: Do you think the law can create shifts in discriminatory attitude and lead to positive change?

S: When it comes to the law, my view is there are the hard law and the soft law. For the hard law, we have the anti-discrimination ordinances. While it may be easy to make laws, it's not always easy to reinforce them. Sometimes it may be difficult to bring the perpetrators to justice, as owing to various reasons people may not come forward and may drop the case. So I'd like to focus on the soft law, which is law within the workplace, where you create guidelines and directions to ensure everybody is in a safe environment. I think there should be a good mix of both, in terms of putting in place written laws and opening up our society. We can create a campaign, to give everybody the opportunity to bond and break down those prejudicial barriers. Once people got to know each other better, those issues will go away.



..... Stereotypes



**Do they choose us,
or do we choose them?**

環顧四周，你看得見定型觀念嗎？雖然肉眼看不見，但它們卻充斥在我們日常生活中，無論是家裡、學校、公司、超市以至任何人跡所至的地方。事實上，我們早在娘胎時便經歷定型觀念。準父母從醫生口中得悉胎兒性別後，往往禁不住和家人、朋友分享，大家繼而興高采烈地去選購嬰兒衣服和玩具，很多人已有既定的選購方式：粉紅色給女的，藍色給男的。正如存在主義和女性主義哲學家西蒙·波娃 (Simone de Beauvoir)所言：「女人不是天生命定，而是後天塑造出來的。」我們本應有性別表達的自由，但我們真正的自由卻受到社會的影響和束縛。

隨著我們長大，我們接觸到更多的定型觀念，並利用這些觀念來理解周遭發生的事情，詮釋各種各樣的資訊。記得「一次過滿足你三個願望！」那個巧克力蛋廣告嗎？小孩喜愛的巧克力蛋就是不能達到擺脫性別規範的願望，因為蛋裡面的玩具已按性別分配，包裝分開了男孩版和女孩版。

令人懊惱的是連我們的課本也出現定型觀念。早前便有小學教科書把英國白種男人設定為英語老師，菲律賓女人則設定為家傭，引起社會爭議。在理性層面，我們當然知道在數以百萬計的茫茫人海當中，並非每個人的性格和特質都一樣，可是當這些定型觀念一旦潛入兒童的腦袋，就會在潛意識中植根，影響他們往後的人生選擇。久而久之，他們亦會對於定型觀念習以為常。



Stereotypes seem to be omnipresent in our everyday life. Though invisible to the eyes, they exist at home, school, work, the grocery store, and basically everywhere humans can leave their footprints. Indeed, stereotypes begin as soon as a baby's gender is found out, after which the parents-to-be, family and friends happily shop for baby clothes and toys – pink for girls and blue for boys. As existential feminist Simone de Beauvoir said, “One is not born, but rather becomes, woman”. Despite our “freedom” to gender expression, our true freedom is bound by social influence.

Throughout our life cycle, we encounter and deploy stereotypes of different sorts to process the vast amount of information in the world around us. Look no further than the famous chocolate eggs that “satisfy all three of your wishes”. These eggs have been gender segregated with the toys inside assigned according to gender. Too bad those wishes do not include a chance card for escaping gender norms.

And there is the controversial textbook that shows a white British man as an English teacher and a Filipino woman as a domestic helper. Certainly we know there are millions of people in a race, and not all of them are defined by the same characteristics. Unfortunately, once a stereotype creeps into a child's brain, it sticks and becomes embedded in the subconscious, affecting his or her study, career and other life choices.



隨著社會轉變，「男主外，女主內」這個說法逐漸過時，然而數據卻顯示這仍是活生生的事實。據報道，香港有近60萬名女性以家庭主婦作為職業，但作為「家庭主夫」的男性卻不足2萬人。可見古老的性別規範仍根深蒂固。一名心理學教授在一份本地報章中指出，在越來越多女性在事業和家庭間掙扎的同時，很多男性亦被傳統的「經濟支柱」角色所約束和壓迫。管你是哪個性別，生活就是很艱難！

那麼定型觀念真的無可避免嗎？又不一定。能避免與否取決於你的勇氣、決心和同理心。如果你無懼挑戰傳統，又肯花時間了解身邊的人，把他們視作獨特的個體而非如超市架上一式一樣的貨物，你也可以避開定型觀念的陷阱和枷鎖，作出正確的選擇，並活得更自由。

“Men make houses, women make homes”? Statistically, this outmoded saying still holds some truth: about 600,000 women in Hong Kong are reportedly “homemakers by profession”, while their male equivalents amount to no more than 20,000. Times may be changing but old gender norms have stuck. As more women struggle between work and home, many men are imprisoned and pressured by their traditional role as “breadwinners”, a psychology professor said in a local newspaper.

Maybe it is fair to say life is tough no matter what your gender is?

Are we to say stereotypes are unavoidable? Not necessarily. If you are willing to spare time to understand the people around you as unique individuals, you can easily steer clear of the traps and pitfalls laid by stereotypes. It is all about being empathetic, challenging the conventional and making the right choices.



你聽過哈佛大學的內隱計劃 (Project Implicit) 嗎？不妨試試他們的內隱聯結測驗，找出自己的隱性偏見，Google也有採用這些測驗來幫助員工識別他們潛意識中的偏見呢。(<http://implicit.harvard.edu>)

Breaking the habit: Ever heard of Harvard University's Project Implicit? If not, try their tests now and spot the hidden biases you have. Even Google uses these tests in workshops to help their staff identify unconscious biases. (<http://implicit.harvard.edu>)

迎新 應「錫身」 O-camps and the S word



近年不時傳出大學迎新營涉及意識不良的遊戲，引起公眾嘩然。其實教育比起道德譴責來得更有建設性，社會各界應多花時間思考如何加強年青人的判斷能力，幫助他們明白底線所在，以預防迎新營性騷擾事件發生。平機會多年來一直有為專上院校學生舉辦這方面的訓練和工作坊。以下是其中一些重點：

The sexual undertone of some tertiary institutions' orientation activities in recent years has caused many in society to raise their eyebrows. While doing the moral lashing is easy, it may be more constructive to help the youngsters make better judgment and learn where to draw the bottom line. Knowing the bottom line is especially important in preventing sexual harassment. For years, the EOC has been holding workshops for students prior to the o-camp season. Here we would like to offer a few tips as well:

何謂性騷擾

- 由騷擾者主動作出的不受歡迎並涉及性的行徑，或造成在性方面有敵意的環境的行徑
- 不限於身體行為，還包括言語、非言語及視覺上的行徑
- 是否有騷擾的意圖及雙方的性別並不相干

迎新營籌辦單位應考慮的事項

- 你籌辦的活動是否切合迎新的目的，還是純粹「好玩」？
- 活動會否煽動參加者對他人作出情緒上或身體上的侵犯？
- 活動是否存在人身傷害或安全問題？
- 易地而處，作為「老鬼」的你會否跟新生一起參與活動和遵從所有活動要求？
- 假如(1)你的父母、教授或校方人員問及這項活動(2)媒體要求採訪及拍攝/拍照，你會否感到不安或尷尬？

校方應注意事項

- 在某些情況下，校方可能要為學生對他人造成在性方面有敵意或具威嚇性的環境而負上法律責任，校方宜採取切實可行的措施來預防性騷擾及法律責任。

參考資源 Resources

校園性騷擾政策大綱
Framework for Sexual Harassment
Policies in Schools



中文



English

「防止校園性騷擾」網上課程
A Matter of S/HE
Online Training Module



中文



English

防止校園性騷擾的問與答
Questions & Answers in Preventing
Sexual Harassment in Schools



中文



English

Sexual harassment in a nutshell

- Conduct of a sexual nature that is uninvited and unwelcome, or that creates a sexually hostile environment
- Not limited to physical conduct but can also be verbal, non-verbal and visual
- Intention and gender are irrelevant

Checklist for o-camp organisers

- Does your activity serve the purpose of orientation or is it just for “fun”?
- Does the activity incite emotional or physical abuse?
- Is there risk of personal injury or safety issue?
- Will the “old ghosts” (seniors) participate in the activity and do exactly what the freshmen (and freshwomen) are told to do?
- Will you feel uncomfortable or embarrassed if (1) your parents, professors or school personnel ask about the activity (2) the media asks to cover the activity and film/ photograph it?

Reminder for schools

- Schools may be held liable for creating a sexually hostile or intimidating environment under certain circumstances. They are advised to take practical steps to prevent sexual harassment.



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

消除歧視！打破定型！

無定型新人類 Youth Challenge 2017/18

平等機會委員會一年一度的「無定型新人類」青少年師友計劃現正接受報名。想與來自不同界別的嘉賓導師分享他們跨越定型界限、邁向成功的寶貴經驗？想參觀平日少有機會到訪的機構？想接受考驗成為節目主持人之一？請即填妥參加表格，透過學校或自行把報名表交回平機會，即可加入「無定型新人類」的行列。

The Equal Opportunities Commission's annual youth mentorship programme "Youth Challenge" is now open for applications! Apply now to meet your mentor and find out how he/she has overcome obstacles to reach his/her goals, or to participate in our special agency visit. You also get the chance to become one of the programme hosts. You may apply through your school or on your own – simply fill in the application form and return it to us!

嘉賓導師分享 Mentors' sharing



曾燕紅女士
Ms Ada TSANG Yin-hung
珠穆朗瑪峰登頂者
Conqueror of Mount Everest



王繼鋒先生
Mr. WANG Kai-fung
香港手語協會創辦人
及執行幹事
Founder & Executive Director
of the Hong Kong Sign
Language Association



陳婉婷小姐，BBS
Ms CHAN Yuen-ting, BBS
東方龍獅足球隊教練
Football Manager,
Eastern Sports Club
Football Team



Mr. Jeffrey ANDREWS
香港首位印度裔註冊社工
The First Hong Kong
Registered Indian
Social Worker

機構探訪 Agency Visit



The Samaritan Befrienders Hong Kong
香港撒瑪利亞防止自殺會
Listen · Company · Care · Grow 聆聽 · 陪伴 · 關愛 · 成長

截止報名日期
Entry Deadline

31.10.2017

歡迎網上報名

Online application is available



無定型新人類 YouthChallenge

查詢及遞交報名表格 Enquiry and Application



「無定型新人類」

已上載於教育局
全方位學習
活動資料庫

"Youth Challenge"

has been posted on the
Life-wide Learning Activity
Databank of the
Education Bureau

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