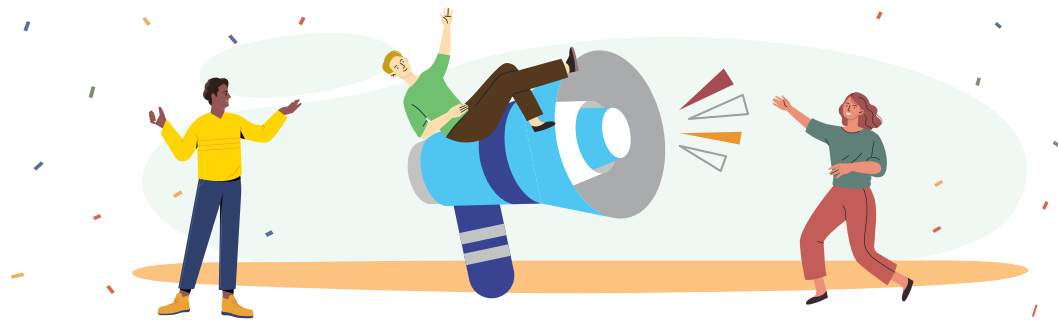


# 推廣平等機會——傳訊、宣傳及社會參與 Spreading Our Message – Communications, Publicity and Community Participation



## 大眾媒體推廣及宣傳活動

## Mass Media Promotions and Publicity

### 對法例修訂的宣傳

### Publicity on Legislative Amendments

平機會在2022-23年度繼續宣傳《2020年歧視法例(雜項修訂)條例》和《2021年性別歧視(修訂)條例》生效後更完善的法律保障。在報告期內，平機會製作電視宣傳短片和電台宣傳聲帶，並繼續在本地電視台及電台廣播，解釋《性別歧視條例》、《殘疾歧視條例》和《種族歧視條例》保障在共同工作場所不會受到性騷擾、殘疾騷擾和種族騷擾，以及《性別歧視條例》保障女性免受基於母乳餵哺的歧視和騷擾。

In 2022-23, the EOC continued to publicise the enhanced legal protection brought by the Discrimination Legislation (Miscellaneous Amendments) Ordinance 2020 and the Sex Discrimination (Amendment) Ordinance 2021. During the year in review, TV and radio Announcements in the Public Interest (APIs) produced by the EOC to explain the protections against sexual harassment, disability harassment and racial harassment in common workplaces under the SDO, DDO and RDO, as well as the protections against breastfeeding discrimination and harassment under the SDO, continued to be broadcast on local TV and radio stations.

為響應每年8月1日至7日的國際母乳哺育周，平機會於2022年8月推出名為「餵哺母乳 不容歧視」的港鐵燈箱宣傳廣告，希望加深公眾了解《性別歧視條例》保障女性免受餵哺母乳的歧視和騷擾。宣傳期由2022年7月29日至8月18日，其間在60個港鐵站展示大型海報。

In August 2022, the EOC launched an MTR advertising campaign titled 'Say No to Breastfeeding Discrimination' to raise public awareness of the protections from against discrimination and harassment for breastfeeding women under the SDO, in support of the annual celebration of the World Breastfeeding Week from 1 to 7 August. The campaign featured large posters across 60 MTR stations from 29 July 2022 to 18 August 2022.



## 傳訊、宣傳及社會參與 Communications, Publicity and Community Participation

### 平機會主席的報章專欄及專題文章

在報告期內，平機會以主席名義在多份本地中英文報章發表共23篇專題文章，有關報章包括《中國日報》、《信報》、《明報》、《星島日報》、《南華早報》及《英文虎報》。

### Newspaper Column and Op-ed Series by EOC Chairperson

During the year in review, the EOC released a total of 23 op-ed articles in the name of the Chairperson. These were published in several Chinese and English local dailies, such as the *China Daily*, *Hong Kong Economic Journal*, *Ming Pao Daily*, *Sing Tao Daily*, *South China Morning Post* and *The Standard*.



此外，平機會主席在網上媒體am730和香港01定期撰寫專欄，與讀者分享他對平等機會議題的見解。在2022-23年共發表了17篇專欄文章，有關文章也可於平機會網頁瀏覽。

In addition, the EOC Chairperson ran a regular column in the online media outlets *am730* and *HK01* respectively to share thoughts and insights into equal opportunity issues. The column articles, totalling 17 in 2022-23, are also available on the EOC website.



## 傳訊、宣傳及社會參與

## Communications, Publicity and Community Participation

### 社交及數碼媒體宣傳

#### Instagram 及 Facebook

平機會的Instagram專頁「平·常·事EO Matters」在2022-23年度繼續擴大接觸層面，尤其是接觸年輕一代。年內，平機會發布了47篇帖文，有超過370萬人次瀏覽和超過57 000次互動。截至2023年3月底，專頁有13 000名追隨者，當中超過九成屬18歲至34歲的年齡群組。

2022年4月4日，平機會邀得創作歌手馮允謙(Jay FUNG)和香港出生的菲裔歌手安家怡(Marla ENRIQUEZ)，在Instagram專頁舉行首次直播。在該場半小時的迷你音樂會上，Jay和Marla以柔婉的歌聲療癒人心。他們亦談及各自對未來的希望和抱負，而且分享了學習中文作為第二語言的經驗。在Instagram的音樂會精華片段更吸引了超過17 000次瀏覽。

### Social and Digital Media Promotions

#### Instagram and Facebook

The EOC's Instagram (IG) account 'EO Matters' (平·常·事) continued to expand its reach, especially to the younger generation in 2022-23. During the year, the EOC published 47 posts, which achieved a total reach of over 3.7 million and more than 57 000 interactions. As at end-March 2023, the page had 13 000 followers, with over 90% aged between 18 and 34.

On 4 April 2022, the EOC hosted the first-ever live show on its IG profile, featuring singer-songwriter Jay FUNG and Hong Kong-born Filipino talent Marla ENRIQUEZ. During the half-hour live-streamed mini-concert, Jay and Marla warmed the hearts of the audiences with their mellow singing, and talked about their hopes and aspirations for the future. They also shared their experiences of learning Chinese as a second language. The video highlights of the performance on IG attracted over 17 000 views.



## 傳訊、宣傳及社會參與 Communications, Publicity and Community Participation

平機會的Facebook專頁同樣名為「平·常·事EO Matters」，追隨者人數在2022-23年度穩步上升。平機會除了在Facebook專頁發布與Instagram專頁相似的內容，還會不時推出互動活動，以推動更多現有追隨者參與和吸引新的追隨者。例如，平機會藉着5月的國際家庭日舉辦有獎遊戲，請網民分享見解，講述家庭對於他們的意義。此外，於2022年7月及8月再舉辦兩輪有關《殘疾歧視條例》的有獎遊戲。2022年4月至2023年3月，平機會Facebook專頁的帖文及推廣活動吸引了超過290萬人次瀏覽，並有88 000次互動。

The EOC's Facebook page, also named 'EO Matters' (平·常·事), achieved steady growth in followers and reach in 2022-23. Besides mirroring the content on Instagram, the EOC rolled out interactive campaigns to engage followers and gain new ones from time to time. For example, riding on International Day of Families in May 2022, a prize game was held to invite netizens to share their views on what families mean to them. Another two rounds of prize game were organised in July and August 2022 to test the netizens' knowledge of the Disability Discrimination Ordinance. Between April 2022 and March 2023, the posts and promotions on the EOC's Facebook page had a total reach over 2.9 million and 88 000 interactions.



## 傳訊、宣傳及社會參與

# Communications, Publicity and Community Participation

### 平機會領英專頁

平機會於2020年3月21日國際消除種族歧視日在社交媒體領英開設專頁，以各行各業的專才及企業為目標。2022-23年度，平機會在專頁上發布了超過60篇帖文，內容涉及平等機會相關議題的活動和動向、履行社會企業責任的措施、推行多元共融常規的方法，以及向勞資雙方推廣平等機會，策動思維的內容等。平機會領英專頁的廣泛內容共錄得超過113 000次曝光次數，並吸引了超過16 000次互動。



### EOC LinkedIn Page

The EOC launched its LinkedIn Page on International Day for the Elimination of Racial Discrimination (IDERD) on 21 March 2020, targeting professionals of different sectors and the corporate community. During 2022-23, over 60 posts were published, including announcements on events and happenings related to equal opportunities, information on corporate social responsibility initiatives and tips on diversity and inclusion practices, as well as thought leadership pieces to promote the importance of equal opportunities to employers and employees. The diverse content attracted over 113 000 impressions and more than 16 000 interactions.



### YouTube 頻道

平機會於2008年2月推出YouTube頻道，透過上載資訊趣味兼備的短片，介紹平等機會及共融價值，加強平機會在網上的曝光。過去一年，平機會YouTube頻道共增添69齣新短片，包括推廣《殘疾歧視條例》的動畫短片、介紹平機會工作的員工影片，以及有關投訴處理及調停程序的不同語言短片。截至2023年3月底，平機會的YouTube頻道共上載了472齣短片，總瀏覽次數超過80萬次。

### YouTube Channel

The EOC YouTube Channel was launched in February 2008 to boost the Commission's online presence while releasing informative and entertaining videos about equal opportunities and inclusion. During the year in review, 69 new videos were added to the EOC YouTube Channel, including short animated videos to promote the Disability Discrimination Ordinance, a staff video on the work of the EOC, as well as videos on the complaint handling procedures and conciliation process in different languages. As at end-March 2023, a total of 472 videos had been uploaded, with over 800 000 views.



## 平等機會月：承先啟後廿五載 平等共融塑未來

2022年6月，平機會推出「平等機會月：承先啟後廿五載 平等共融塑未來」全港宣傳計劃。此計劃是慶祝香港特別行政區成立25周年的認可活動之一，透過一連串跨平台線上線下活動，向大眾展示平等機會的重要和對社會的效益，推動大眾接納多元共融的價值。

## Equal Opportunities Month: Together for an Equal and Inclusive Hong Kong

In June 2022, the EOC launched a citywide awareness and promotional campaign 'Equal Opportunities Month: Together for an Equal and Inclusive Hong Kong', an accredited event celebrating the 25th Anniversary of the Establishment of the Hong Kong Special Administrative Region (HKSAR). Featuring a plethora of online and offline activities and promotions across multiple platforms, the EO Month campaign aimed to highlight the importance and shared benefits of equal opportunities, and mobilise community members to embrace the values of diversity and inclusion.



### 《同一天空下》生命短片

「平等機會月」的重點項目是《同一天空下》生命短片，由平機會委託資深演員、歌手、編劇兼導演馬浚偉製作。該短片系列描述不同形式的偏見和歧視，並講述這些情況如何影響劇中人物的生命和人際關係。

### ‘Under the Same Sky’ Short Movie Series

The major highlight of the campaign was a series of short movies entitled ‘Under the Same Sky’, which production was commissioned to veteran actor, singer, playwright and director Steven MA Chun-wai. The short movies depict experiences of prejudices and discrimination in different forms, and how these impact the lives and relationships of the people concerned.

## 傳訊、宣傳及社會參與

## Communications, Publicity and Community Participation

2022年6月22日，平機會舉行新聞發布宣布《同一天空下》生命短片製作計劃，並公開主題曲《我信》。《我信》由本地視障音樂家李軒作曲，由馬浚偉主唱，已於各電台播放。短片預期於2023年推出。

On 22 June 2022, the EOC held a press conference to announce the production, during which the theme song 'I Believe' was also unveiled. Composed by local musician with visual impairment Hin LEE and performed by Steven MA, the theme song was released for broadcast by local radio stations, while the movie series was scheduled for release in 2023.



# 同一天空下

Under the Same Sky

生命短片系列  
Short movie series on equal opportunities

八個感人故事，針對基礎病疾、性別、婚姻狀況、懷孕、母乳哺育、家庭狀況或種族。理解他們的困難和需要，明白被歧視的單薄所面對的困難和需要，改變歧視的構態。

Eight touching stories depict prejudice and discrimination based on disability, gender, marital status, pregnancy, breastfeeding, family status or race. Understand the difficulties and needs faced by those who are being discriminated against, and help stop discrimination.

從心出發 被下歧視  
Stop discrimination now!

觀看短片  
Watch the videos

ViuTV 99台

編劇 導演 監製：馬浚偉  
Script Writer Director Producer: Steven Ma

14-5-2023 (星期日Sunday) 14:30 - 16:00  
28-5-2023 (星期日Sunday) 13:30 - 15:00

平等機會委員會  
EQUAL OPPORTUNITIES COMMISSION

2511 8211 www.eoc.org.hk

## 《殘疾歧視條例知多少》動畫短片

平機會除了推出《同一天空下》生命短片系列，也在YouTube頻道推出了共有18集的《殘疾歧視條例知多少》動畫短片，解釋《殘疾歧視條例》如何保障公眾在工作場所免受殘疾歧視、騷擾及中傷。

短片內容根據平機會與香港電台第一台合作的《平等就業•豐盛生活行動》電台節目改編，動畫則由支援專注力失調及過度活躍症患者的社會企業Let's Talk ADHD的成員製作。根據平機會的數據，有關殘疾歧視的投訴是平機會每年處理的投訴當中佔比最大，其中大部分屬僱傭範疇。平機會希望透過短片，讓僱主及僱員加深認識法例所賦予的責任和權利，以便採取更佳預防措施。

## 'Understanding the Disability Discrimination Ordinance (DDO)' Animated Video Series

Besides the 'Under the Same Sky' short movie series, the EOC released on its YouTube channel an 18-episode video series entitled 'Understanding the Disability Discrimination Ordinance (DDO)', which explains the protection available under the ordinance against disability discrimination, harassment and vilification in the workplace.

The content is based on the radio programmes under the 'Employment Equality Project' produced in collaboration with Radio Television Hong Kong Radio 1, while the animation is created by members of the social enterprise Let's Talk ADHD, which supports persons with attention deficit and hyperactivity disorder. According to the EOC's statistics, complaints filed under the DDO took up the largest share of complaints handled by the EOC each year, with the majority falling in the employment field. The animated videos serve to explain the rights and obligations of employers and employees under the DDO, so that they can implement better preventive measures.





## 傳訊、宣傳及社會參與

## Communications, Publicity and Community Participation

### 教育項目

### Educational Programmes

#### 平等機會青年大使計劃

#### Equal Opportunity Youth Ambassador Scheme



平機會在2022年10月7日宣布推出全新的平等機會青年大使計劃，目的是進一步向青年推廣平等機會和多元共融的價值。

The EOC announced the launch of the Equal Opportunity Youth Ambassador Scheme on 7 October 2022. A brand new initiative of the EOC, the Scheme served to further the EOC's youth engagement effort in promoting the values of diversity, equal opportunity and inclusion to the younger generation.

全港大專院校的全日制學生皆可報名參加，結果36名大專學生獲甄選成為首批平等機會青年大使。平機會為青年大使安排了多項體驗式學習和師友活動，目的是提升他們對平等機會的關注和體驗。平機會希望他們憑藉從計劃獲得的知識和經驗，向校園朋輩間推廣多元和平等機會的信息。

The Scheme invited applications from full-time tertiary students in Hong Kong. Altogether 36 tertiary students were selected as 'Equal Opportunity Youth Ambassadors' to join the inaugural Scheme. The EOC lined up a range of experiential learning and mentoring activities for them, which were designed to enhance their awareness and experience of equal opportunity. The EOC hopes that the experiences and knowledge would empower the Youth Ambassadors to help spread the message of diversity, equal opportunity and inclusion to their peers on campus.

## 傳訊、宣傳及社會參與 Communications, Publicity and Community Participation

青年大使的體驗旅程由2023年1月7日的迎新聚會開始，當日平機會主席朱敏健先生，IDS及平機會社會參與及宣傳專責小組召集人黃梓謙先生，JP均出席了聚會。聚會除了讓青年大使互相認識，還向他們介紹反歧視條例的內容和平機會的工作。2023年1月至3月，青年大使參與了以下活動：

- 2023年1月12日——青年大使參與由香港傷健共融網路成立的「猛龍長跑隊」的訓練。當日青年大使在「猛龍長跑隊」教練、多項長跑賽事的獎牌得主姚潔貞女士帶領下，與殘疾運動員一起跑步。參與活動的還有平機會主席朱敏健先生和香港傷健共融網路總幹事莫儉榮先生，MH。該活動旨在提供機會予青年大使與殘疾人士交流，從而了解他們在日常生活中面對的困難。

The Youth Ambassadors' experiential journey began with an orientation gathering on 7 January 2023. They were welcomed by EOC Chairperson Mr Ricky CHU Man-kin, IDS and Mr Gary WONG Chi-him, JP, Convenor of the EOC's Community Participation and Publicity Committee. As well as getting to know each other, the Youth Ambassadors were given an introduction to the anti-discrimination ordinances and the work of the EOC during the session. Between January and March 2023, the Youth Ambassadors took part in the following activities:

- 12 January 2023 — the Youth Ambassadors flexed their muscle and joined in a training session of the Fearless Dragon Running Team founded by the Hong Kong Network for the Promotion of Inclusive Society (HKNPIS). Also joining the session were EOC Chairperson Mr Ricky CHU Man-kin and Chief Executive of HKNPIS Mr Kim MOK Kim-wing, MH, while Ms Christy YIU Kit-ching, Chief Coach of the running team and award-winning long-distance runner, coached the Youth Ambassadors. The session was meant to provide an opportunity for the Youth Ambassadors to interact with persons with disabilities and understand their challenges in everyday life.





## 傳訊、宣傳及社會參與

### Communications, Publicity and Community Participation

- 2023年2月2日——青年大使獲邀參與由香港迪士尼樂園度假區舉辦的「迪士尼創夢家開放日」。這項職業博覽及招聘會不但設有現場招聘及面試，亦有領袖及演藝人員分享環節，展示度假區如何致力促進多元共融及無障礙。青年大使透過出席開放日，見證一間現代企業如何通過提倡多元共融的價值，促進企業創新及成長。
- 2023年2月11日及18日——青年大使參加特別為青年大使計劃而設的「灣仔多元文化社區導賞團」，探索區內充滿文化色彩的不同地點，包括參觀錫克廟和品嚐多款傳統食品。
- 2 February 2023 — the Ambassadors were invited to join Hong Kong Disneyland Resort's 'Open House for Dream Makers' event. The career development and job recruitment expo not only offered onsite interviews and recruitment, but also featured leaders and cast sharing sessions to demonstrate how the Resort is committed to inclusivity and accessibility, enabling the students to witness a real-life example of how a modern corporate embraces diversity and inclusion to drive innovation and growth.
- 11 and 18 February 2023 — the Ambassadors joined a tailor-made Wan Chai Multicultural Community Tour, in which they explored different cultural sites in the district, including a visit to the Sikh Temple and sampled various traditional dishes.



- 2023年3月4日——青年大使參觀香港導盲犬訓練學校，了解如何與視障人士溝通，以及體驗在黑暗中由導盲犬帶領行走。
- 4 March 2023 — the Youth Ambassadors visited the Hong Kong Seeing Eye Dog Training School, during which they were given a briefing on how to communicate with people with visual impairment, experienced navigating in the dark and walking with a guide dog.





## 傳訊、宣傳及社會參與 Communications, Publicity and Community Participation



青年大使還參加了師友活動，與平機會主席及委員交流。最後，計劃以嘉許典禮作結，青年大使在典禮上分享體會，並獲平機會頒發證書。

Other activities included a mentoring session by EOC Chairperson and Members. The Scheme concluded with a Recognition Ceremony, which gave the Youth Ambassadors opportunities to recount their experiences and receive certificates from the EOC.



## 傳訊、宣傳及社會參與

### Communications, Publicity and Community Participation

#### 學校戲劇表演

平機會繼續與三個本地劇團(大細路劇團、森林聯盟及街坊小子木偶劇場)合作，為學校製作和演出以平等機會、多元共融為題材的話劇和木偶劇。2022-23年度，平機會為63 225名學生安排共404場演出。受2019冠狀病毒病疫情影響，部分演出透過Zoom或YouTube等社交媒體平台進行。

幾乎全部學校在意見調查中給予「好」或「非常好」的評價。

#### School Drama Performances

The EOC continued to engage three local theatrical troupes, namely Jumbo Kids Theatre, Forest Union and Kids on the Block, to stage plays and puppet shows on equal opportunities and diversity at schools. In 2022-23, the EOC arranged 404 performances for 63 225 students. Due to the COVID-19 pandemic, some of the performances were staged virtually via social media platforms, such as Zoom and YouTube.

Almost all the schools indicated in the feedback survey that the plays were “good” or “very good”.



#### 聯繫社區

#### 平等機會社會參與資助計劃

2022-23年度，平機會透過「平等機會社會參與資助計劃」，資助了18個由不同社區團體、非政府組織及教育機構策劃的項目，資助總額高達港幣1,262,779元。

#### Engaging the Community

#### Community Participation Funding Programme on Equal Opportunities

In 2022-23, the EOC's Community Participation Funding Programme on Equal Opportunities provided HK\$1,262,779 of funding support to 18 projects by community groups, NGOs and educational institutions.



## 傳訊、宣傳及社會參與 Communications, Publicity and Community Participation

獲資助的項目旨在加強公眾對四條反歧視條例的認識，並宣揚平等共融的觀念。此外，資助計劃亦向有特定主題的項目給予資助，去年的特定主題是通用設計、防止餵哺母乳歧視及騷擾、性騷擾／殘疾騷擾／種族騷擾及家庭崗位。獲資助的機構名單載於附錄2。

These projects were geared towards promoting greater understanding of the four anti-discrimination ordinances and the concepts of equal opportunities and inclusion. In addition, the Programme also provided funding support to projects that carried the special themes of universal design, protection for breastfeeding discrimination and harassment, sexual/disability/racial harassment and family status. The list of funded organisations is included in Appendix 2.



平機會除了推行資助計劃，還支持其他機構舉辦的活動，以宣揚反歧視信息。於2022-23年度，平機會支持了43個在香港舉辦的項目及活動。此外，主席出席了122個社區活動，發表了67次演說，並參與了61次與持份者的會議。

Besides running the Funding Programme, the EOC rendered support to initiatives by organisations to promote anti-discrimination messages. In 2022-23, the EOC supported 43 projects and initiatives across the city. In addition, the Chairperson attended 122 community events and functions, delivered 67 speeches, and took part in 61 meetings with stakeholders.



## 傳訊、宣傳及社會參與

### Communications, Publicity and Community Participation

#### 香港國際牙科博覽暨研討會 (2022年12月2日至4日)

平機會第四度參加由香港牙醫學會主辦的香港國際牙科博覽暨研討會，介紹反歧視條例與僱傭範疇和提供貨品、服務及設施方面的關係。博覽暨研討會於香港會議展覽中心舉行，為期三日，其間平機會派發了超過1 700份刊物及950份紀念品。平機會的攤位獲得正面評價，92%受訪者表示參觀平機會的攤位後，對平等機會加深了認識。此外，這次活動為平機會的社交媒體平台(包括Instagram、Facebook、領英及YouTube)吸引了140次的互動。

#### Hong Kong International Dental Expo and Symposium (2 – 4 December 2022)

For the fourth time, the EOC participated in the Hong Kong International Dental Expo and Symposium organised by the Hong Kong Dental Association at Hong Kong Convention and Exhibition Centre to highlight the relevance of the anti-discrimination ordinances in the context of employment and the provision of goods, services and facilities. During the three-day Expo, the EOC distributed over 1 700 publications and 950 souvenirs to visitors. Positive feedback was received, with 92% of the respondents stated that they knew more about equal opportunities after visiting the EOC's booth. In addition, this Expo attracted a total of 140 engagements on the EOC's social media platforms, including Instagram, Facebook, LinkedIn and YouTube.



#### 學與教博覽2022 (2022年12月7日至9日)

平機會於2022年第二次參加學與教博覽，希望透過分享教育資源，例如平機會YouTube頻道的記錄片和相關教材套，以及兒童繪本系列《高仔與朋友們》，協助教育工作者在課堂內外向學生傳遞平等和共融的信息。

#### Learning and Teaching Expo 2022 (7 – 9 December 2022)

The EOC participated in the Learning and Teaching Expo for the second time in 2022. By sharing various educational resources, such as the EOC YouTube documentaries and an accompanying learning kit, as well as the storybook series *Tally & friends*, the EOC aimed to help educators spread the message of equality and inclusion both inside and outside of the classroom.

## 傳訊、宣傳及社會參與 Communications, Publicity and Community Participation

在為期三日的博覽中，平機會向入場人士派發了超過3 500份刊物及2 800份紀念品。參觀者對平機會的評價正面，差不多91%受訪者表示參觀平機會的攤位後加深了對平等機會的認識。此外，這次活動為平機會的社交媒體平台(包括Instagram、Facebook、領英及YouTube)吸引了477次互動。

During the three-day Expo, the EOC distributed more than 3 500 publications and 2 800 souvenirs to visitors. Positive feedback was received, with almost 91% of the respondents stated that they knew more about equal opportunities after visiting the EOC's booth. In addition, participation in the Expo attracted a total of 477 engagements for the EOC's social media platforms, including Instagram, Facebook, LinkedIn and YouTube.



### 刊物及其他傳訊資料

在2022-23年度，平機會繼續每兩個星期發布《平機會電子通訊》，並發送給約7 500名訂閱人士，分享有關平機會的最新工作、對歧視議題的立場，以及社區組織舉辦活動的消息。

平機會亦製作了《平等新動向》電子期刊，內容主要是剖析歧視議題，並介紹平機會近期的工作。《平等新動向》會發送予平機會的持份者，並上載至平機會的網站供公眾閱覽。

### Publications and Other Communication Materials

In 2022-23, the EOC continued to issue the e-newsletter *News from the EOC* every two weeks, informing around 7 500 subscribers of the EOC's latest work, positions on topical issues about discrimination, as well as related events organised by community organisations.

The EOC also developed an e-journal *The EO Beat*, which dissects issues of discrimination and highlights recent work of the Commission. The journal was sent to the EOC stakeholders and uploaded on the EOC website for public reading.