

少數族裔事務組：消除共融障礙

Ethnic Minorities Unit: Removing Barriers to Integration

平機會的少數族裔事務組在2023-24年度繼續從多方面推動種族平等及共融。少數族裔事務組致力消除非華裔人士在教育、就業，以及獲取貨品、服務及設施時所面對的障礙，所進行的工作包括倡議政策改善措施、推行公眾教育活動，以及與社會不同界別人士溝通。

教育

在提升非華裔學生的教育質素方面，少數族裔事務組繼續呼籲政府檢視目前的中國語文課程第二語言學習架構，並制定以中文作為第二語言的整全課程，涵蓋特定教學法，教學工具及教科書。這樣有助非華裔學生擁有實用的語言能力，從而獲得更多就業機會。

為鼓勵更多學校建立種族多元共融的校園，平機會於2023年3月推出種族友善校園嘉許計劃。計劃鼓勵參與的學校透過學生活動及宣傳活動，推廣種族共融信息。平機會於2023年7月7日舉行了嘉許典禮，表揚60間參與計劃的學校，並與三位來自不同學校的代表進行對談，分享他們在推廣種族共融活動上的創意手法。

In 2023-24, the Ethnic Minorities Unit (EMU) of the EOC continued its work to promote racial equality and inclusion on various fronts. From advocating for policy changes to launching public education initiatives and engaging different sectors of the community, the EMU endeavoured to remove the barriers that non-ethnic Chinese (NEC) individuals face in education, employment and accessing goods, services and facilities.

Education

To improve the quality of education for NEC students, the EMU continued to call on the Government to overhaul the existing Chinese Language Curriculum Second Language Learning Framework, and put in place a comprehensive, full-fledged Chinese as a second language curriculum complete with specific pedagogy, teaching tools and textbooks. These changes would enable NEC students to acquire a practical level of language proficiency, which would in turn lead to more job opportunities.

To encourage more schools to foster racially inclusive and diverse campuses, the EOC launched the Racially Friendly Campus Recognition Scheme in March 2023. The Scheme encouraged participating schools to promote the message of racial inclusion through student activities and publicity campaigns. On 7 July 2023, the EOC staged a recognition ceremony to commend 60 schools for taking part in the scheme. The ceremony also featured fireside chats with representatives from three schools which demonstrated exceptional creativity in their activities to promote racial inclusion.

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繼順利舉辦首屆種族友善校園嘉許計劃後，平機會在2023/24學年推出第二屆計劃，由2023年9月開始，至2024年4月結束，參加計劃的學校數目大幅增加至179間。此次計劃的範圍擴展至推動包容不同地域文化及原居地人士，例如新來港人士、來自內地不同地方的居港人士及訪港旅客等的活動。

Building on the inaugural success, the EOC launched the 2023/24 edition of the Scheme, which ran from September 2023 to April 2024. With the number of participating schools having surged to 179, the EOC expanded the scope of the second edition of the Scheme to include activities that promote the inclusion of people from different regional cultures and places of origins, such as new migrants, residents and visitors from different parts of Mainland China.

就業

《種族多元共融僱主約章》

2023年11月，平機會慶祝《種族多元共融僱主約章》的五週年。約章共有九項良好常規，目的是促進僱主消除僱員及求職者在僱傭政策中的障礙，培育員工對不同文化的認知、敏感度及接納，並為僱員建立種族共融的環境。截至2024年3月31日，共有424間機構簽署了約章，承諾支持種族多元共融的僱傭政策。簽署約章的機構名單載於平機會網頁：<https://www.eoc.org.hk/zh-hk/news-and-events/events-and-programmes/eoc-events/inclusion-charter>。

Employment

Racial Diversity and Inclusion Charter for Employers

In November 2023, the EOC celebrated the fifth anniversary of the Racial Diversity & Inclusion Charter for Employers, which provides a set of nine good practices for employers. It aims to help employers remove barriers in their employment policies for staff and job seekers, cultivate cultural awareness, sensitivity and acceptance among staff members, and establish a racially inclusive environment for employees. As of 31 March 2024, 424 organisations became signatories, pledging their support to racially inclusive employment policies. Signatories of the Charter are listed on the EOC website: <https://www.eoc.org.hk/en/news-and-events/events-and-programmes/eoc-events/inclusion-charter>.

為慶祝約章成立五週年的里程碑，平機會於2023年11月3日在匯豐銀行舉行「種族多元共融進展：成果、挑戰和目標」研討會，藉此推動本地機構及企業討論在工作間實施種族多元共融措施。平機會在研討會上匯報了首輪填報《進階版年度問卷》共29間簽署機構的種族共融員工政策及措施摘要，為其他僱主提供更多資源借鑑。

To commemorate the milestone, the EOC organised the 'Racial DEI Progress: Gains, Gaps & Goals' event at HSBC on 3 November 2023. The event served to foster greater discussion of racial diversity and inclusion in the workplace among local organisations and enterprises. During the event, the EOC presented a summary of racially inclusive policies and practices collected from 29 signatory organisations through the first round of the Advanced Annual Review Forms. These measures were compiled into a list of best practices, providing additional resources for other employers to follow.

此外，少數族裔事務組定期舉行交流活動，讓簽署機構互相分享經驗及心得，推動工作間的種族多元共融。例如，在2023年5月24日舉行題為「企業與非政府機構 攜手創造價值」的交流活動，促進跨界別合作；另外，又在2024年3月為新簽署約章的機構舉行兩場簡介會，介紹過往簽署機構在工作間實施的良好常規，以及勞工處協助非華裔人士增加就業機會的服務。

In addition, the EMU regularly provided networking and sharing opportunities for the signatories to advance workplace racial diversity and inclusion. For example, a networking event titled 'Leveraging Corporate-NGO Partnerships to Create Value' was held on 24 May 2023 to promote cross-sector cooperation. Two briefing sessions for new signatories were also conducted in March 2024 to introduce good workplace practices from existing signatories and the services available from the Labour Department on expanding job opportunities for the NEC community.

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平機會亦鼓勵簽署機構為本地就學的非華裔青年提供實習機會，並連續第四年邀請簽署機構參加小彬紀念基金會舉辦的EMerging Talent實習計劃。在2023年，共有38名非華裔大專生在19間簽署機構中完成暑期實習。

為外籍家庭傭工及有關機構提供培訓

香港現時有超過35萬名外籍家庭傭工（「外傭」），外傭對不少家庭的生活質素甚至是香港的經濟發展，皆至關重要。報告期內，少數族裔事務組舉辦不同活動，協助他們應付各種挑戰，並加深他們對反歧視條例的認識。

例如，平機會與香港美國商會於2023年6月29日合辦研討會，題為「促進家庭傭工的精神健康：獎勵及責任」。研討會探討外傭面對的困難，包括分離焦慮、語言障礙及文化差異，並討論如何支援外傭，確保他們享有愉快及安全的工作環境。

Signatories are also encouraged to offer internship opportunities for locally educated NEC young people. For the fourth consecutive year, signatories were recruited to join the EMerging Talent Internship Programme organised by the Zubin Foundation in 2023. Under this scheme, 19 signatory companies provided summer internship experience to 38 NEC tertiary students.

Training for Foreign Domestic Workers and Relevant Organisations

There are currently over 350 000 foreign domestic workers in Hong Kong, whose work and contributions are essential for the wellbeing of many families and the economy. During the year in review, the EMU organised various activities to address the challenges they face and enhance their understanding of the anti-discrimination ordinances.

For example, on 29 June 2023, the EOC and the American Chamber of Commerce in Hong Kong jointly organised a panel discussion titled 'Promoting Mental Wellbeing of Domestic Workers: Rewards & Responsibilities' to explore the unique challenges foreign domestic workers face, such as separation anxiety, language barriers, and cultural differences. The panel also explored ways to support foreign domestic workers and ensure their wellbeing at work.

平機會於2023年7月26日舉辦一場題為「認識香港反歧視條例和創造人人共融的工作環境」的講座及分享會，對象為外傭職業介紹所，目的是加強業界對香港反歧視條例的認識及理解，以及法例如何應用於僱傭事務上。講者在活動上列舉多種在聘用過程中有可能出現的歧視情況，而參加者亦了解到一些促進外傭融入僱用家庭和創造共融工作環境的要訣。

On 26 July 2023, the EOC held a sharing session titled 'Understanding Hong Kong's Anti-discrimination Ordinances and Creating an Inclusive Work Environment' for employment agencies of foreign domestic workers. The session aimed to enrich the participants' knowledge and understanding of Hong Kong's anti-discrimination ordinances in the context of human resources management. During the session, speakers shared examples of potentially discriminatory practices in the recruitment process. The participants also learnt about ways to promote employee integration and creating an inclusive work environment.

獲得貨品、服務及設施以及租賃物業的平等機會

鑑於非華裔社群在獲取服務和租住房屋時面對困難，少數族裔事務組在2023-24年度推出多項宣傳及推廣活動，包括：

- 2023年4月，少數族裔事務組推出「友善服務 無分種族」巴士車身廣告，呼籲貨品及服務提供者平等友善對待不同背景的顧客，照顧他們的需要；

Access to Goods, Services & Facilities and Equal Opportunities in Tenancy

In light of the difficulties the NEC communities encounter in accessing services and renting accommodation, the EMU launched a series of publicity and promotional campaigns in 2023-24, including:

- In April 2023, the EMU ran a bus body advertising campaign entitled 'Racially Friendly Customer Services for All' to encourage goods and services providers to cater to diverse customer needs in an equal and friendly manner;

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- 2023年7月，少數族裔事務組推出「開明業主 無分種族」港鐵宣傳廣告，鼓勵業主抱持開明態度，接納來自不同種族及背景的租客；
- In July 2023, the EMU ran an MTR advertising campaign entitled 'Open Your Doors to Tenants of All Ethnicities' to encourage all landlords to be open and welcoming to tenants from all ethnicities and backgrounds;
- 2024年1月27日，平機會在樂活博覽2024的清真展區舉辦了一場以「種族友善顧客服務：機遇與實踐」為題的座談會，旨在鼓勵本地產品及服務提供者探討如何完善顧客服務，讓不同種族的顧客皆能平等享用其服務，以達致種族共融；以及
- On 27 January 2024, the EOC held a panel discussion titled 'Racially Friendly Customer Service: Why & How' at the Halal Pavilion in LOHAS Expo 2024 to engage local product and service providers on ways to improve racial inclusivity in their services; and
- 於過去一年，少數族裔事務組繼續與地產代理監管局合作，為地產代理提供培訓課程。
- During the year in review, the EMU continued to work with the Estate Agents Authority to provide training sessions for estate agents.

有關《種族歧視條例》的培訓

少數族裔事務組定期為公私營界別的機構提供有關《種族歧視條例》及文化敏感度的培訓。由2023年4月至2024年3月，共舉行了117場培訓，參加者達5 895人。

社區外展及參與

少數族裔事務組經常與不同持份者及不同非華裔社群接觸，了解他們在香港的需要。

例如，在2023年4月，平機會與印尼議會省代表會面，其後亦分別於2023年7月、2023年12月及2024年1月與印度駐香港及澳門總領事館、歐洲聯盟駐香港及澳門辦事處及法國駐港澳總領事館舉行會議，討論多個有關平等機會的議題。此外，平機會於2023年7月與香港印度專業人士論壇的代表會面，並於2023年12月會見香港社會服務聯會及香港巴基斯坦協會的代表，討論非華裔人士在學習中文、求職、獲得福利及醫療服務方面所遇到的障礙，並探討解決方案。平機會還於2024年3月31日與印尼伊斯蘭組織伊斯蘭教士聯合會的行政委員會成員討論在港印尼外傭在工作間奉行宗教規條時所面對的挑戰。

Training on Race Discrimination Ordinance

The EMU regularly provides training on the RDO and cultural sensitivity for organisations in the public and private sectors. Between April 2023 and March 2024, a total of 117 training sessions were organised for 5 895 participants.

Community Outreach and Engagement

The EMU frequently engages with various stakeholders and different NEC communities to understand their needs in Hong Kong.

For example, in April 2023, the EOC met the Indonesian Provincial Representatives to the Parliament. Meetings were also held with the Consulate General of India, Hong Kong and Macau, the European Union Office to Hong Kong and Macao and Consulate General of France in Hong Kong and Macau in July 2023, December 2023 and January 2024 respectively. In addition, the EOC met the representatives of the Forum of Indian Professionals in Hong Kong in July 2023 and the Hong Kong Council of Social Service and the Pakistan Association Hong Kong in December 2023 to discuss the obstacles NEC encounter in learning Chinese, seeking jobs, accessing welfare and obtaining medical services, as well as to explore solutions to these problems. On 31 March 2024, the EOC also held a discussion with the Executive Board Members of Nahdlatul Ulama, an Indonesian Islamic organisation, on religious issues facing Indonesian foreign domestic workers in Hong Kong.

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少數族裔事務組定期與不同非政府組織及領事館合作，包括孟加拉國駐香港總領事館、印度尼西亞共和國駐香港總領事館及菲律賓駐香港總領事館等，舉辦反歧視培訓及工作坊。在2023-24年，少數族裔事務組為接近2 000名非華裔人士，包括南亞裔婦女及外傭等，舉辦了34場講座及工作坊。

國際消除種族歧視日

為響應2024年國際消除種族歧視日，少數族裔事務組以「消除偏見 無分種族」為主題，舉辦一系列活動。

少數族裔事務組於2024年3月19日推出巴士車身廣告，在50部巴士上展示「消除偏見 無分種族」的廣告，為期三個星期。另外，約160間參與2023/24種族友善校園嘉許計劃的中小學及幼稚園舉行各種校本活動，並張貼「消除偏見 無分種族」的海報，以響應國際消除種族歧視日。

Anti-discrimination training and workshops were regularly organised in partnership with diverse NGOs and consulate offices, including the Consulate General of the People's Republic of Bangladesh in Hong Kong, the Consulate General of The Republic of Indonesia in Hong Kong and the Consulate General of the Philippines in Hong Kong. In 2023-24, 34 sessions were conducted for nearly 2 000 NEC community members, including South Asian women and foreign domestic workers.

International Day for the Elimination of Racial Discrimination

To mark International Day for the Elimination of Racial Discrimination (IDERD) 2024, the EMU organised a series of initiatives and events under the theme 'All Races as One'.

A bus body advertising campaign with the tagline 'Interrupt Bias. All Races as One' was launched on 19 March 2024. It featured 50 buses displaying the advertisement for three weeks. Separately, around 160 kindergartens, primary schools and secondary schools participating in the 2023/24 Racially Friendly Campus Recognition Scheme for Schools also organised various school-based activities and displayed the 'All Races as One' poster to mark IDERD.

2024年3月16日，平機會與愛同行及薪火女生(香港)合作，在中環大館賽馬會立方舉辦多元共融教育論壇，約100名教育工作者及學校代表參加了活動。活動除了紀念國際消除種族歧視日外，還響應國際婦女節及世界唐氏綜合症日。論壇上，教育專家與多元平等共融從業員進行專題討論，探討如何消除教師及學生在性別、種族及殘疾方面的無意識偏見。此外，有三間學校分享了創新措施，以促進校園種族多元共融及加強女學生接觸STEAM學科。

On 16 March 2024, the EOC held the Diversity & Inclusion Education Forum at JC Cube in Tai Kwun, Central, in collaboration with WEDO Global and Inspiring Girls Hong Kong, with around 100 educators and school representatives joining the event. Aside from celebrating IDERD, the event also marked International Women's Day and the World Down Syndrome Day. It featured a panel discussion with education experts and DEI practitioners on uprooting unconscious biases related to gender, race, and disabilities among teachers and students. Three schools also shared their innovative initiatives on promoting racial diversity and inclusion on campuses and expanding STEAM exposure for female students.