

收窄差距——少數族裔事務組 Narrowing the Gap – Ethnic Minorities Unit

2021-22年度，平機會的少數族裔事務組繼續採取三管齊下的策略，提出政策建議、進行公眾教育及推動社會參與，以消除非華裔人士在教育、就業，以及獲取貨品、服務及設施方面所面對的障礙。在2019冠狀病毒病疫情下，少數族裔事務組特別加強聯繫及倡議工作，呼籲公眾對於疫情下承受嚴峻考驗的非華裔人士，給予更多支援。

In 2021-22, the Ethnic Minorities Unit (EMU) of the EOC continued to adopt a three-pronged approach encompassing policy recommendation, public education and community engagement in its work, with a view to removing the barriers faced by non-ethnic Chinese (NEC) in education, employment and accessing goods, services and facilities. In particular, the EMU stepped up its engagement and advocacy effort, calling for greater support for the NEC communities, who faced stiff challenges under the COVID-19 epidemic.



教育

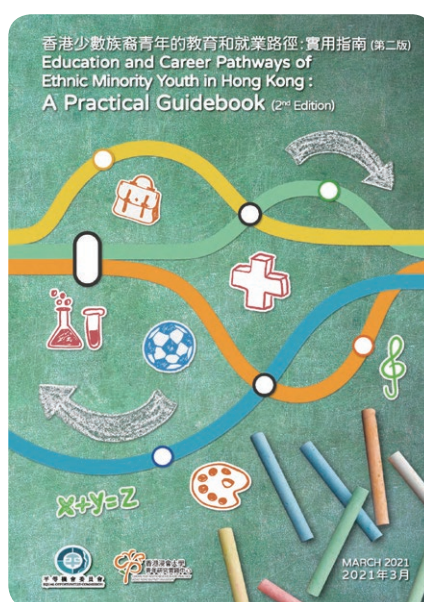
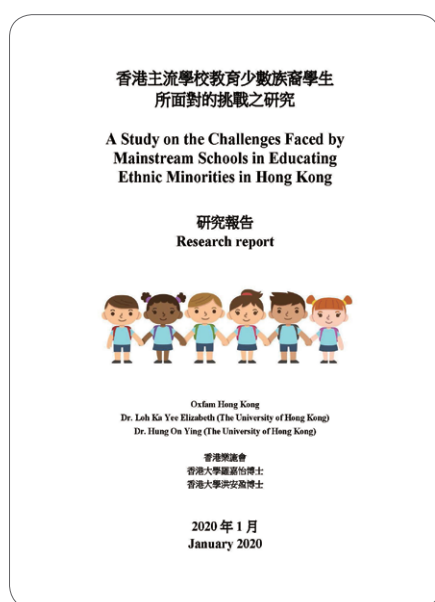
過去一年，平機會繼續促使政府堵塞目前非華語學生教育制度的漏洞，並加強對非華語學生的支援。2021年9月，平機會就支援非華語學生中文學與教的進展，向立法會教育事務委員會提交意見書。平機會再次促請政府全面檢視現行的學習架構、中國語文考試及為非華語學生提供的支援措施。平機會的建議包括：

Education

During the year in review, the EOC continued to call on the Government to plug the gaps in the existing educational system and enhance support for non-Chinese-speaking (NCS) students. In September 2021, the EOC made a submission to the Legislative Council Panel on Education on the progress on supporting Chinese teaching and learning of NCS students. The EOC reiterated its urge to the Government to review comprehensively the existing learning framework, the Chinese examinations and support measures for NCS students. Among the suggestions were:

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- 制定以中文作為第二語言的整全課程，涵蓋特定教學法，相應的教學工具和教科書，以及有系統的師資培訓等，以填補目前學習架構的不足；
- 要求中文科教師必須接受有關教導第二語言學習者的職前培訓，為現職中文科老師提供密集、漸進式的在職培訓課程，並規定每一間學校聘用某百分比的已受訓教師；
- 修訂第二語言學習者可選擇的中國語文考試，設立中國語文考試資歷階梯，在綜合中等教育證書／國際普通中學教育文憑與香港中學文憑考試之間設定多個等級，以便更準確反映及承認非華語學生的中文能力；
- 為升學就業組教師加強指引、培訓及資源，讓他們可以適時地切合學生的文化特點指導學生，確切評估學生的事業需要，使學生可及早學習所需技能，包括語文學習；以及
- Develop a full-fledged Chinese-as-a-second-language curriculum complete with specific pedagogy, corresponding teaching tools and textbooks, systematic teacher training etc, which are inadequate in the current Learning Framework;
- Make it essential for Chinese subject teachers to have undergone pre-job training on teaching second language learners, provide intensive and progressive in-service training courses for practising Chinese subject teachers, and require every school to have a certain ratio of trained teachers;
- Revise the Chinese language examination options for second language learners and develop a qualification ladder with progressive levels between GCSE/IGCSE and HKDSE*, through which a range of language proficiency among NCS students can be better reflected and recognised;
- Strengthen guidance, training and resources for career teachers to provide timely and culturally responsive advice for the students on making realistic assessment of their career needs and taking early actions to equip themselves with the necessary skills, including language learning; and



* GCSE General Certificate of Secondary Education
IGCSE International General Certificate of Secondary Education
HKDSE Hong Kong Diploma of Secondary Education

- 提供清晰的指示和指引，讓學校制定校本種族共融政策及課程，使所有學生(華語及非華語學生)了解和認識不同種族背景人士的文化，並具備文化敏感度。
- Provide clear instruction and guidance for all schools to develop policies on racial inclusion and curriculum so as to equip all students, Chinese- and non-Chinese-speaking, with cultural understanding, awareness and sensitivity towards people from different racial backgrounds.

幼稚園收生

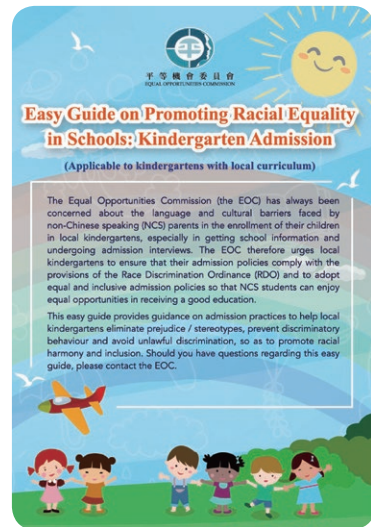
在非華語學生教育方面，平機會關注的另一項重要議題是公平的幼稚園收生機制。經平機會多次就非華語家長獲取幼稚園收生資訊提出建議及進行定期監察後，教育局在2021年加強了其指引，要求所有受資助幼稚園必須在其網頁提供英文資訊。教育局亦向幼稚園提供一筆過撥款，供幼稚園提升其網頁的語言功能。

為協助非華語家長在2022/23學年為子女申請入學，平機會與教育局合作，為家長及非政府組織舉辦簡介會。平機會亦製作以尼泊爾語及烏爾都語旁述的短片，向尼泊爾和巴基斯坦裔家長講解申請入學程序和《種族歧視條例》的保障。

Kindergarten Admission

Fair kindergarten admission is another major concern of the EOC in the education of NCS students. Upon repeated advice by the EOC and regular monitoring over the accessibility of kindergarten admission information for NCS parents, the Education Bureau (EDB) strengthened its 2021 guidelines for all funded kindergartens to mandatorily provide English information on their webpages. The Bureau also offered a one-off grant for kindergartens to upgrade their webpages language-wise.

To assist NCS parents in school enrolment for their children in the 2022/23 school year, the EOC collaborated with the EDB on organising briefings for the parents and NGOs. The EOC also produced videos in Nepalese and Urdu to explain the enrolment procedures and protection under the RDO to the Nepalese and Pakistani parents.



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就業

《種族多元共融僱主約章》

平機會繼續推廣《種族多元共融僱主約章》（「《約章》」）。該《約章》為僱主提供九項良好常規建議，協助機構消除其僱傭政策對職員及求職者造成的障礙，培養員工的文化意識、敏感度和接納能力，以及為僱員建立種族共融工作間。

自2018年8月推出《約章》以來，簽署機構的數目持續上升。截至2022年3月31日，有超過210間機構簽署了《約章》，承諾支持種族多元共融的僱傭政策。平機會的網頁載列了已簽署《約章》的機構名單：
<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

The EOC continued to promote the Racial Diversity and Inclusion Charter for Employers (Charter), which provides a set of nine good practices for employers to remove barriers in their employment policies for staff and job seekers, to cultivate cultural awareness, sensitivity and acceptance among staff members, and to establish a racially inclusive environment for employees.

Since the launch of the Charter in August 2018, the number of signatories continued to go up. As at 31 March 2022, there were more than 210 signatories enrolled on the Charter, pledging their support to racially diverse and 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>

《種族多元共融僱主約章》三周年
平等機會委員會與二百間簽署機構同心推動種族共融

主席的話
從今年開始，企業及社會團體將與種族平等共融委員會，共同推動《種族多元共融僱主約章》的簽署工作。在過去三年，我們與各界人士共同簽署，作為我們共同承諾的法定承諾。平等機會委員會，「下稱「平機會」」多年來一直致力推動種族共融和手執種族平等文化。

顧問的話
「自多年以來，香港一直視種族平等為一項重要課題。種族平等不僅是社會和諧的基礎，也是經濟發展和社會進步的動力。種族平等是社會進步的動力，也是經濟發展和社會進步的動力。種族平等是社會進步的動力，也是經濟發展和社會進步的動力。」

非政府機構伙伴的話
「自《約章》簽署以來，200間簽署《種族多元共融僱主約章》的機構，在推動種族共融方面，展現了極大的熱誠和承諾。我們相信，這些簽署機構的共同努力，將為香港建立一個更加包容和多元的社會。」

The Racial Diversity & Inclusion Charter reaches the 200 signatory mark on its 3rd anniversary

Message from our Key Adviser of the Charter
"With a history of respect, equality, and inclusion, Hong Kong is a truly and ethnically diverse society. Our racial diversity is one of our strengths and should be celebrated. It is essential that we continue to work together to ensure that all people have the opportunity to contribute to our society and economy. The Racial Diversity & Inclusion Charter is a key tool in this journey, and we are proud to see it reach its 200th signatory mark. We hope that this milestone will inspire more organisations to join the Charter and work together to create a more inclusive and equitable society for all."

Message from our Key CEO Partner
"Completion of the RDC with the 200 signatories of the Racial Diversity & Inclusion Charter is a milestone for us as a company. It is a testament to our commitment to diversity and inclusion, and to our belief that a diverse workforce is essential for our success. We are proud to be part of this initiative and to work with other organisations to promote racial diversity and inclusion in Hong Kong."

The following 200 organisations have signed the Charter:

為提供機會予簽署機構交流，分享工作間的種族多元共融良好常規，平機會在2021年7月2日及16日舉行了兩場嘉許典禮，並在2021年10月28日與簽署機構彭博合辦名為「Intersectionality, Discrimination and Inclusion」的研討會。平機會自2021年5月開始，還發布了一系列合共12段短片，邀請20間簽署機構分享推動種族多元共融工作間的信念和良好常規。

To provide opportunities for the signatories to network and share racially inclusive practices, the EOC organised two recognition events on 2 and 16 July 2021, and a seminar titled 'Intersectionality, Discrimination and Inclusion' with signatory Bloomberg on 28 October 2021. Meanwhile, a series of 12 videos had been released since May 2021, featuring 20 signatories sharing their commitments and good practices in promoting workplace racial diversity and inclusion.



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平機會又與另一簽署機構小彬紀念基金會合作，推動簽署機構為其暑期實習計劃「EMerging Talent Internship Programme」的非華裔年輕人提供工作機會。合共35名來自弱勢種族群體的大專生在19間簽署機構內工作，他們均認為是次實習提供了寶貴機會，拓展他們的就業前景，為日後求職打好基礎。

With a view to engaging the signatories in promoting the employment opportunities of NEC young people, the EOC collaborated with The Zubin Foundation, another signatory, to line up internship opportunities at the offices of 19 signatories for 35 students from the disadvantaged ethnic communities under the Foundation's EMerging Talent Internship Programme 2021. The students found the internship an invaluable opportunity for broadening their career perspectives and equipping them for future employment.

獲取貨品、服務及設施

針對少數族裔租住房屋時面對的困難，平機會於2021年5月至7月期間推出以「稱心租客 無分種族」為題的港鐵宣傳廣告，在行駛於港島綫、荃灣綫和觀塘綫的列車內的車窗張貼海報，為期12星期。其後於同年11月以同一主題展開另一輪宣傳，在50部巴士車身展示廣告，為期三星期。

Access to Goods, Services & Facilities

With due regard to the difficulties encountered by the EM communities in renting accommodation, the EOC launched a 12-week MTR compartment advertising campaign between May and July 2021, during which posters carrying the title 'Good Tenants Come in All Colours' were displayed on the window panels in the trains running on the Island Line, Tsuen Wan Line and Kwun Tong Line. In November 2021, the EOC ran another three-week advertisement campaign on 50 buses across Hong Kong.





另外，平機會自2021年9月起於YouTube、領英及Facebook發布一系列短片，推廣種族友善顧客服務。內容包括：

- 由不同種族的香港人分享身為顧客的經驗，當中反映了他們在租住單位、購物、外出用膳、使用理財服務等範疇受到的差別待遇(2021年9月)；
- 發布資訊圖表和短片，讓大眾加深了解《種族歧視條例》如何適用於租賃相關情況，以及受屈人可如何提出申訴。資訊圖表設有印尼語、中文、英語、印度語、尼泊爾語、旁遮普語、僧伽羅語和烏爾都語版本，而短片簡介備有印尼語、英語、印度語、尼泊爾語、旁遮普語、僧伽羅語和烏爾都語版本(2022年1月)；以及
- 由來自銀行和餐飲業的代表分享如何照顧不同族裔和文化背景的客户需要(2022年1月)。

In addition, the EOC released a series of videos on racially inclusive customer service since September 2021 on YouTube, LinkedIn and Facebook. These included:

- Videos featuring sharing by Hongkongers of different ethnic backgrounds about their experiences as customers, which revealed signs of differential treatment in housing, shopping, dining and access to financial services (September 2021);
- Infographics and a video explainer on how the RDO applies to tenancy-related situations, as well as avenues of redress for aggrieved individuals. The former comes in Bahasa Indonesia, Chinese, English, Hindi, Nepali, Punjabi, Sinhala and Urdu versions, while the latter is available in Bahasa Indonesia, English, Hindi, Nepali, Punjabi, Sinhala and Urdu (January 2022); and
- Videos featuring representatives from the banking and catering industries, who talked about how they addressed the needs of customers from diverse ethnic and cultural backgrounds (January 2022).

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有關《種族歧視條例》的培訓

過去一年，平機會繼續為公私營界別提供有關《種族歧視條例》及文化敏感度的培訓。2021年4月至2022年3月期間，共舉行了81場培訓，參加者達6 173人。於2021年10月，平機會為公務員及公營機構的員工推出了網上學習課程，以提高他們的文化敏感度。

社區外展及參與

平機會繼續接觸不同非華裔社群，了解他們在2019冠狀病毒病疫情下的困境。例如，平機會於2021年11月及12月與超過20間機構的代表會面，討論房屋租賃的種族歧視問題，並採取了多項跟進行動。除了發布備有六種少數族裔語言版本的短片及資訊圖表，解釋《種族歧視條例》在房屋租賃方面的保障，平機會還向有關各方提交了多份意見書，包括在2022年3月就非華裔人士的就業和種族共融向行政長官提交意見書。此外，平機會在多個本地媒體刊登文章，呼籲決策者及市民大眾提高對少數族裔的了解和文化敏感度。

Training on RDO

During the year in review, the EOC continued to organise training on the RDO and cultural sensitivity for organisations in the public and private sectors. Between April 2021 and March 2022, a total of 81 training sessions were organised for 6 173 participants. In October 2021, the EOC rolled out an online training course for civil servants and staff members of public organisations, which aimed to raise the cultural sensitivity of staff in the public sector.

Community Outreach and Engagement

The EOC continued to reach out to different NEC communities to understand the difficulties they faced under the COVID-19 epidemic. For instance, the EOC met the representatives of over 20 organisations in November and December 2021 to discuss the racial discrimination in renting properties. A number of actions were taken to follow up on the discussions. In addition to releasing video and infographic messages in six languages of the NEC communities to illustrate the RDO's protection in tenancy, the EOC made multiple submissions to relevant parties, such as to the Chief Executive of the HKSAR in March 2022 on the employment of NEC and racial inclusion. A series of articles was also published in local media outlets to call for greater understanding and cultural sensitivity among policymakers and the public.



響應世界文化多樣性促進對話和發展日

每年5月21日是世界文化多樣性促進對話和發展日，旨在促進多元文化。為響應這個日子，平機會在2021年5月21日至6月3日期間舉辦連串活動。其中包括與來自不同種族背景的專業人士在網上進行專題討論，以及發布與《約章》簽署機構拍攝的一系列訪問短片，分享不同僱主在工作間實施的良好常規政策。此外，平機會主席朱敏健先生在本地媒體發表評論文章，包括《南華早報》、《信報》及獨立媒體。

Celebrations for World Day for Cultural Diversity for Dialogue and Development

Riding on the World Day for Cultural Diversity for Dialogue and Development (World Cultural Diversity Day in short), held on 21 May every year to promote cultural diversity, the EOC organised a range of activities between 21 May and 3 June 2021, including an online panel discussion with professionals from diverse racial backgrounds and curated conversations with signatories of the Racial Diversity and Inclusion Charter for Employers on their workplace practices, which were captured in videos. Opinion articles by the EOC Chairperson Mr Ricky CHU Man-kin were also published in local media outlets, namely the *South China Morning Post*, *Hong Kong Economic Journal* and *Inmedia*.



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION



EMBRACE
Respect, value, support racial equality
種族平等・由發展開始

世界文化多樣性促進對話和發展日 (5月21日)



豐富多元的文化歷史一直在這個城市茁壯成長，歷久不衰，值得每位香港人珍而重之。

不論在工作間以至社會大環境，每人理應出一分力，擁抱多元和協助不同背景的人融入其中，讓這種文化精髓傳承下去。

平等機會委員會主席朱敏健先生
節錄自2022年2月25日線上座談會：工作間的宗教及種族文化共融



平等機會委員會
EQUAL OPPORTUNITIES COMMISSION



EMBRACE
Respect, value, support racial equality
種族平等・由發展開始

World Day for Cultural Diversity for Dialogue and Development (21 May)



Hong Kong is lucky to have had a rich history of diversity that continues to this day. It is a unique characteristic of Hong Kong and one that we must treasure.

It is important that we embrace this diversity and make everyone feel welcome and included, whether in the workplace or outside. We must do our part.

Ricky Chu
Equal Opportunities Commission
Quoted from the Online Panel Discussion on 25 February 2022: Cultural and Religious Inclusion at the Workplace

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響應國際消除種族歧視日

為響應3月21日的國際消除種族歧視日，平機會於2022年2月至4月期間透過Zoom網上平台舉辦三場以種族多元、平等、共融為題的網上座談會。第一場於2022年2月25日舉行，主題為宗教及種族文化共融，由錫克教和伊斯蘭教群體以及僱主代表，分享如何招聘、培育和挽留不同文化及宗教背景的人才。

第二場網上座談會於2022年3月23日舉行，題為「工作間的多重身分挑戰(種族、性別及其他)」，邀得不同種族背景的在職女性，包括一名外籍家庭傭工，與參加者分享她們在職場遇到的挑戰和優勢。最後一場座談會是「工作間的種族平等共融溝通策略」，於2022年4月13日在網上直播舉行。

除了這系列座談會，平機會於2022年3月推出社交媒體宣傳活動，邀請不同持份者參與，推動各界攜手消除種族歧視。平機會主席朱敏健先生也在Hong Kong Free Press及獨立媒體發表有關種族共融的專欄文章。

International Day for the Elimination of Racial Discrimination

Another celebratory programme was on International Day for the Elimination of Racial Discrimination, which falls on 21 March. Between February and April 2022, the EOC hosted three webinars via Zoom to promote racial diversity, equality and inclusion. The first of the series, which took place on 25 February 2022, was about cultural and religious inclusion, with members of the Sikh and Muslim communities in Hong Kong, as well as employers, sharing how they recruited, groomed and retained talents from diverse cultural and religious backgrounds.

On 23 March 2022, the second webinar titled 'Race and Gender + Intersectionalities at the Workplace' was held. Working women of different ethnic backgrounds, including a foreign domestic worker, shared their challenges and strengths with the participants. The celebration was concluded with the finale discussion on 'Communication Strategies for Achieving Racial DEI' live-streamed on 13 April 2022.

Besides the webinar series, the EOC embarked on a social media campaign in March 2022, which engaged diverse stakeholders to call for the fight against racism together. Opinion articles on racial integration by EOC Chairperson Mr Ricky CHU Man-kin was also published in *Hong Kong Free Press* and *Inmedia* respectively.

