

JUNE 2025 ISSUE

The EO Beat

THE OFFICIAL PERIODICAL OF
THE EQUAL OPPORTUNITIES COMMISSION

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平等機會委員會
EQUAL OPPORTUNITIES COMMISSION

The EO Beat

Nurturing Future Leaders in Equal Opportunities



Young people are one of the most valuable assets of Hong Kong. According to official figures, the number of youth in the city (aged 5 to 34) stood at around 2 million in 2024, representing around 27% of the total population. As they will become the future leaders of the community and our society, their development will play a pivotal role in shaping the growth and trajectory of our city in decades to come.

The Equal Opportunities Commission (EOC) understands how vital it is to instil the values of equality and inclusion in young people from an early age. In its Strategic Plan for 2024-2026, the EOC has made it a key goal to promote these values among the next generation. To support this mission, the EOC has rolled out various activities and initiatives in the first half of 2025, giving young people the opportunity to delve into the concept of equal opportunities, and explore how they can be integrated into their daily lives.

Equal Opportunity Cup: Inter-School Debate Competition

Being able to put oneself in others' shoes is the foundation of building an inclusive society. By encouraging participants to analyse and think about an issue from multiple sides, debate can effectively foster young people's ability to empathise with those from different backgrounds and life experiences.

In December 2024, the EOC launched the inaugural Equal Opportunity Cup Inter-school Debate Competition to provide opportunities for secondary school students to explore issues related to equal opportunities in Hong Kong. The competition was enthusiastically received by the education sector, attracting applications from 117 schools with over 500 students. Thirty-two schools were eventually selected through a draw.



Between February and April 2025, the EOC held 30 rounds of debate for the selected schools. The motions debated from the preliminary rounds to the semi-final covered a wide range of issues related to equal opportunities, including accessibility facilities in Hong Kong, anti-sexual harassment measures on university campuses, the extension of statutory paternity leave, and employment opportunities for ethnic minorities.

The grand final of the competition took place on 3 May 2025, with Heep Yunn School and Hong Kong University Graduate Association (HKUGA) College competing as the finalists. The Hon Ronny TONG Ka-wah, Non-Official Member of the Executive Council of the Hong Kong Special Administrative Region Government was the event's guest of honour. Together with Prof Hon CHOW Man-kong, Chairman of the Panel on Education of the Legislative Council, Dr Rocky CHENG Chung-ngam, Chief Executive Officer of the Hong Kong Cyberport Management Company Limited, Ms Linda LAM Mei-sau, EOC Chairperson, and Ms Queenie CHAN Lai-kwan, Member and Deputy Convenor of the Community Participation and Publicity Committee of the EOC, they served as the judging panel.



The two finalist teams debated on the motion that “The advancement of technology is more beneficial than harmful in achieving an inclusive society”. HKGA College was the Proposition team, while Heep Yunn School was the Opposition team. In their opening statement, the Proposition team argued that technological advancements can enhance the development of barrier-free environments, and raise awareness among the public on the needs of marginalised communities. In their reply, the Opposition team stressed that technology by themselves cannot tackle the root causes of discrimination, while new technologies can also create new barriers to inclusion.



After multiple rounds of engaging and rigorous exchanges, HKGA College emerged as the champion of the competition. Heep Yunn secured the first runner-up, while Fanling Rhenish Church Secondary School and Tsung Tsin Christian Academy shared third place. In addition to the grand final, the EOC also organised a friendly debate match, which featured six students from four secondary schools that had applied to participate in the main competition. The match was led by two radio hosts from Commercial Radio 1, the media partner of the competition, and the result was determined by an audience vote.



Following the event, the EOC arranged for the competition's champion and first runner-up to participate in interviews with EOC Chairperson on Commercial Radio 1. For more information on the debate competition and highlights from the grand final, please visit the [competition's website](#).

Equal Opportunity Youth Ambassador Scheme

Launched in 2022, the Equal Opportunity Youth Ambassador Scheme aims to equip tertiary students in Hong Kong to become champions of equal opportunities through a series of experiential activities. In January 2025, the EOC recruited 50 students from 14 institutions to take part in the third edition of the scheme. Over the following six months, the Youth Ambassadors participated in a wide range of learning activities, which gave them opportunities to meet people from different communities, learn about diverse cultures in the city, and explore ways to advance equal opportunities for all. Here are the highlights from their journey.

25 January 2025 – The Youth Ambassadors participated in an orientation gathering. Through engaging games and talks, they learnt more about one another as well as the work of the EOC and the anti-discrimination ordinances in Hong Kong.



13 and 27 February 2025 – The Youth Ambassadors joined a training session with athletes with disabilities. Hosted by the Hong Kong Network for the Promotion of Inclusive Society, the session provided opportunities for them to learn how to become guide runners for people with visual and hearing impairments. They also learnt simple sign language and experienced running without sight.



22 February 2025 – The Youth Ambassadors attended an anti-sexual harassment training workshop hosted by the EOC's Anti-Sexual Harassment Unit. Through role-playing activities and discussions, they explore effective ways to intervene and tackle sexual harassment in everyday life.



7 March 2025 – The Youth Ambassadors visited the MTR Corporation's office to learn about the company's policies to promote diversity and inclusion. Two trainees from the EmpowerZ programme, a placement programme for non-ethnic Chinese individuals and young people with disabilities, also shared their experience of working in MTR.



15 and 22 March 2025 – The Youth Ambassadors went on a community cultural tour, which took them around various religious establishments and landmarks in Wan Chai, including the Blue House, the Sikh Temple, and the Pak Tai Temple to learn about different cultures.



17 and 24 May 2025 – The Youth Ambassadors participated in a wheelchair community exploration activity led by the Hong Kong PHAB Association. During the activity, the EOYAs attended a talk on barrier-free environments to learn about different types of assistive devices, and had the opportunity to interact with wheelchair users and hear their stories. They also navigated the neighbourhood in wheelchairs to gain first-hand experience of the challenges people with disabilities face in everyday life.

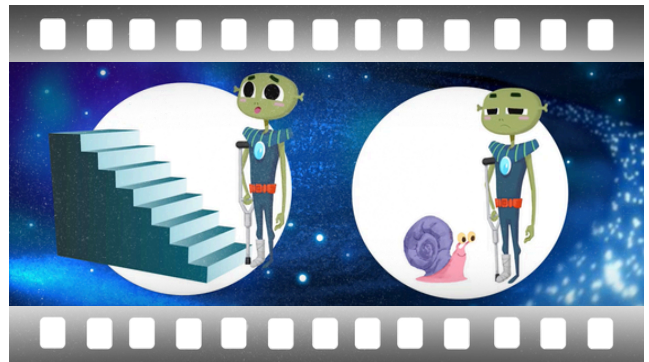


14 June 2025 – The EOC held a recognition ceremony to celebrate Youth Ambassadors for successfully completing the scheme. During the ceremony, the Youth Ambassadors received certificates. They also showcased the projects they created to promote the anti-sexual harassment message on campuses. Seven Youth Ambassadors received the Most Active Participation Award for completing all the assignments and actively participating in all the activities. Alumni from the previous cohorts also shared how they have brought the lessons they learn from the scheme to their careers and everyday life.



Harmony in the Universe

Launched in December 2024, the Harmony in the Universe online educational module aims to promote the message of equal opportunities to primary school students through an engaging animated series. The series follows two astronauts, Ah Ping and Harmony, as they travel through the universe, encounter people from diverse backgrounds, and learn about the importance of empathy, care, and inclusion. Every episode is accompanied by a set of discussion questions and activities, allowing students to explore the values of equality and inclusion with their teachers and peers.



Scenes from the lower primary module



Scenes from the upper primary module

Following the launch of the first two episodes, the EOC has further released two new modules in April 2025. The new module for lower primary highlights the importance of empathy and being able to put oneself in others' shoes, while the new module for upper primary explores the roles of different family members to support and build harmonious families.

With the release of the two new modules, the full set of Harmony in the Universe online educational module is now available to the public. Visit the [dedicated webpage](#) for more information.

Stepping up the Promotion of Accessibility and Universal Design



Improving accessibility and removing barriers to the inclusion of people with disabilities are key to creating a more equitable society. As population ageing gathers pace, creating environments that can be used by everyone, regardless of their physical conditions and abilities will be vital for Hong Kong's long-term, sustainable development.

Bringing the concept of universal design into the mainstream is a top priority for the EOC. As all sectors of society have a role to play in creating accessible environments and providing barrier-free services, the EOC has launched various initiatives in the first half of 2025 to encourage greater public participation in contributing to these efforts.

Short Film and Social Media Campaign on Accessibility and Universal Design

There is a common assumption that implementing universal design or providing accessible services are complex, require significant resources, and would only benefit people with disabilities. In reality, removing barriers in the built environment or enhancing the accessibility of services can be achieved by following a few simple principles that can be done by businesses and organisations of all sizes. Aside from advancing disability inclusion, accessible facilities and services will also make services and environments more convenient for everyone.

With the aim to help premises and businesses adopt the values of universal design and accessibility into their operations, the EOC launched a short video and a social media campaign featuring Paralympian Ms HO Yuen-kei in June 2025. The short video follows Ms Ho as she visited a retail complex and a café to explore facilities and designs in the built environment that can promote equitable and inclusive usage by people of all ages and abilities. The retail complex is a recipient of the Special Recognition Award and Gold Award in the Universal Design Award Scheme (UDAS) 2024/25, while the café is a Bronze Award recipient.



At the retail complex, Ms Ho introduced universal design principles, such as low physical effort, flexibility in use, and equitable use through everyday examples, showcasing how simple adjustments in the planning and design process can make a significant difference in enhancing the accessibility of built environments. During her visit to the café, she highlighted that such adjustments can be implemented by businesses and organisations of all sizes. The video also explained that providing friendly services for people with diverse needs can not only improve social inclusion for all but also enhance the brand image for businesses.



Concluding with the central message of the video, EOC Chairperson Ms Linda LAM Mei-sau said, "Everyone can contribute to building an accessible society. From the initial design of premises and providing comprehensive and safe facilities to offering attentive services and accommodation for customers in daily life, all these efforts make our city more equal and inclusive."



To further maximise the reach of the video and the promotion of accessibility, the EOC also produced four short Reels for social media platforms. Through a rapid fire Q&A with Ms Ho, a short skit that shows the everyday experiences of wheelchair users, and a wheelchair challenge, the Reels encourage viewers to consider the experiences of people with diverse needs and see the built environment from their perspectives.



The short video is now available for viewing on the [EOC website](#). The Reels will be uploaded to the webpage in early July 2025.

Promotion to Employers Through Collaborations with Stakeholders

UDAS 2024/25 was launched to bring the concept of universal design into the mainstream and encourage stakeholders across different sectors to enhance accessibility in their built environment and services. The inaugural scheme saw 281 awards given to premises spanning various sectors, including retail spaces, offices, restaurants, recreational and cultural facilities, and revitalised sites, for their outstanding contributions in putting the concepts of universal design into practice.

The recognised premises provide a wide range of good practices that could be adopted by other facilities and stakeholders in the community. To further encourage the adoption of such practices, the EOC published the [Points to Note: Observations from the Universal Design Award Scheme 2024/25](#), highlighting practical examples and recommendations for others to follow suit. The suggestions cover various areas in premises, including the design of entrances, parking space, accessible lifts, walkways, babycare facilities, and toilets. The document also showcases services that can enhance comfort and convenience for users of different needs, such as the provision of wearable service call bells, charging socket for electric wheelchairs, and stroller lending services.

Improving the accessibility in workplaces is key to enhancing equal opportunities in employment. To facilitate employers in creating accessible work spaces, the EOC organised a sharing session on 8 April 2025 to explore effective strategies to improve accessibility in diverse work settings.



The session was attended by participants from diverse sectors, including human resources, public bodies, engineering consultancies, and NGOs. It featured representatives from three UDAS awardees – Nan Fung Property Management, The Hong Kong and China Gas Company, and Hong Kong Productivity Council – sharing their organisations' experience and insights on improving accessibility for their employees. Representatives from the EOC also gave a presentation on the principles and applications of universal design, along with a brief summary of observations on good practices in universal design.



Building on the success of the UDAS 2024/25, the EOC is currently planning the 2026/27 edition of the scheme. Details will be announced in the fourth quarter of 2025. Interested parties can sign up to the [UDAS Network](#) to receive the latest news and updates.

EOC Chairperson Reports to the Legislative Council (LegCo) on the Promotion of Equal Opportunities for Persons with Disabilities



On 16 June 2025, the EOC Chairperson attended the Legislative Council's Panel on Constitutional Affairs meeting to report on the EOC's work in promoting equal opportunities for persons with disabilities. In her opening remarks, Ms Lam said the EOC adopts a multi-pronged approach to advance disability inclusion in community participation, digital services, education, and employment.

In regards to community participation, Ms Lam underlined the importance of collaboration with stakeholders from diverse sectors to improve awareness and implementation of universal design. She also highlighted the EOC's research and policy advocacy efforts over the past few years in enhancing the effectiveness of integrated education and in improving support for individuals with mental health needs in the workplace.

"Changing the public's stereotypical perceptions and enhancing people's understanding of the abilities and needs of people with disabilities are key steps to fostering equal opportunities for them to participate in all aspects of life. In the coming days, the EOC will continue to work with the Government and stakeholders from different sectors to build a caring, respectful culture, and accessible environments together," Ms Lam said.

Safe Spaces for All: Anti-Sexual Harassment 60-Second Video Contest



Sexual harassment is an issue that continues to affect various environments in our community, including workplaces and educational institutions. In the first four months of 2025, the EOC received 104 complaints related to sexual harassment, representing around 25% of all complaints received. According to [the territory-wide survey](#) on the issue conducted in 2021, around one in eight of the respondents reported that they had been sexually harassed in the 24 months before the survey took place.

In March 2025, the EOC launched the “Safe Spaces for All: Anti-Sexual Harassment 60-Second Video Contest” to promote the message of zero tolerance for sexual harassment, foster a culture of mutual respect, and build safer communities. The contest invited members of the public to create engaging videos, each within 60 seconds, to educate and inspire others to understand and combat sexual harassment in their daily lives.

共創安全空間：反性騷擾60秒短片創作比賽 2025
SAFE SPACES FOR ALL: ANTI-SEXUAL HARASSMENT 60-SECOND VIDEO CONTEST

目的 Objective
提升及教育公眾對於創建無性騷擾環境的意識
Promote public awareness and education on creating sexual harassment-free environments

參賽組別 Category
公開組 Open
高等教育組 Higher Education
中學組 Secondary Education

截止日期 Submission Deadline
2025年5月5日晚上11時59分
23:59 on 5 May 2025

查詢 ENQUIRY
2106 2222

更多資訊
More information

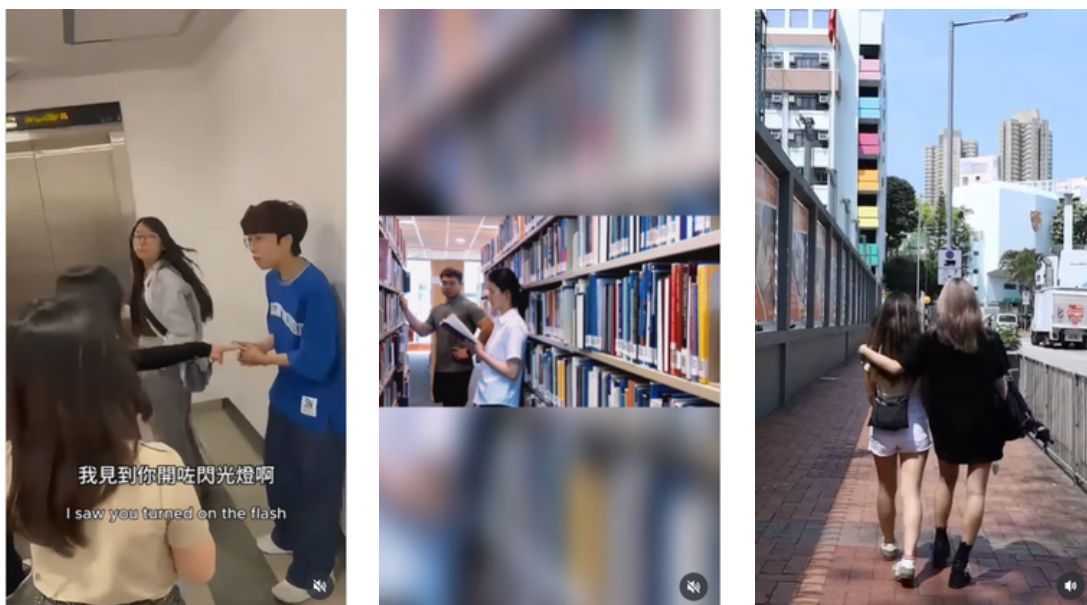
The contest features categories for secondary students, tertiary students, and an open category with no age restrictions. The winner and runners-up of each category was selected by a judging panel. The entries were also uploaded to the COMPASS Instagram page (@compass_eoc) where the public could vote for the Most Popular Entry on Instagram award.

In the secondary education category, [*Editing Prank: Crossing the Boundary*](#) was selected as the winner by the judging panel. In the story, a group of male students edited one of their classmate's picture onto an explicit photo. When the victim became upset, the perpetrators excused their actions by saying that they made the picture as a prank. Through this story, the video highlighted that unwelcome, sexually explicit jokes can cause significant emotional distress, and that sexual harassment can also occur between individuals of the same sex. Meanwhile, [*Silenced*](#) (講不出聲) and [*Suffocate*](#) (窒息) were awarded first runner-up and second runner-up respectively in the category, while [*The Boundary of Love*](#) (愛的界限) received the Most Popular Entry on Instagram award.



(From left to right) Scenes from *Editing Prank: Crossing the Boundary*, *Silenced*, *Suffocate*, and *The Boundary of Love*

The video [*No Groping! Anti-Sexual Harassment!*](#) (鹹豬手退散! Anti-Sexual Harassment!) won the higher education category and also received the Most Popular Entry on Instagram Award. The videos [*Reject Harassment, Create Safety Together*](#) (拒絕騷擾, 安全共築) and [*Creating Safe Spaces Together*](#) (共創美好安全空間) were awarded first runner-up and second runner-up respectively. Through two short skits, the winning entry of the category showcased effective bystander intervention strategies to combat sexual harassment and challenge unwelcome sexual behaviours.



(From left to right) Scenes from *No Groping! Anti-Sexual Harassment!, Reject Harassment, and Creating Safe Spaces Together*

In the open category, the winning entry was [*This is Sexual Harassment*](#) (咁樣都係性騷擾). The video, which also won the Most Popular Entry on Instagram award, dispelled common myths about sexual harassment, highlighting that such incidents can happen between individuals of the same sex. In addition, it illustrated acts that create a sexually hostile environment for another person. The video [*Filming for a Short Video Competition*](#) (短片比賽拍攝進行中) and [*What Should You Do If You Face Sexual Harassment from Your Supervisor*](#) (面對上司性騷擾如何做) were the first runner-up and second runner-up respectively.



(From left to right) Scenes from *This is Sexual Harassment, Filming for a Short Video Competition, and What Should You Do If You Face Sexual Harassment from Your Supervisor*.

Aside from awarding the video entries, the EOC also encouraged members of the public to leave comments as they vote for the videos. Check out some of the most thoughtful comments left by voters below:

The most effective aspect of *Suffocate* is in the way it concretely illustrates the abstract emotions related to sexual harassment. The short film's tense background music allows the audience to feel the fear victims experience. It reminds us that sexual harassment is not a trivial matter, and can have a severe negative impact on a person's mental health.

I found *What Should You Do If You Face Sexual Harassment from Your Supervisor* to be the most meaningful as it shows how the supervisor gradually tests the boundaries of the female colleague. Progressing from handshakes to putting his arm around her shoulder, and finally making sexual advances, the supervisor was shameless. When the female character courageously spoke up in part three, I felt that she did the right thing.

No Groping! Anti-Sexual Harassment encourages people to speak up and create safer environments. Overall, it's highly educational while entertaining. It inspires people to think and take action.

All the entries of the contest are now available for view on the [COMPASS Instagram page](#).

EOC Snapshots

EOC Submits Work Progress Report to the Legislative Council



On 17 February 2025, EOC Chairperson Ms Linda LAM Mei-sau provided an update to Members of the Legislative Council Panel on Constitutional Affairs regarding the EOC's work progress in 2024 and its efforts to promote equal opportunities for diverse communities.

In her opening remarks, Ms Lam highlighted the EOC's work in enforcing the four anti-discrimination ordinances. During 2024, the EOC handled 9 975 enquiries and 1 413 complaints, representing a 2% decrease and 6% increase, respectively, compared to 2023. Of the 162 cases that underwent conciliation, 144 were successfully settled, translating into a success rate of 89%. Additionally, the EOC granted legal assistance to nine cases.

Ms Lam also emphasised the EOC's commitment to supporting carers. In 2024, the EOC organised 385 training sessions related to the Family Status Discrimination Ordinance. She added that the EOC is conducting a research project to examine the challenges different organisations face in creating family-friendly workplaces and to identify effective ways to support employees with caregiving responsibilities.

To support people with different abilities, Ms Lam stated that the EOC will continue to encourage different sectors to adopt universal design principles. The EOC will launch another edition of the Universal Design Award Scheme later this year to enhance accessibility in the city.

Ms Lam said, "The EOC will continue to fulfil its statutory duties, collaborate with the Government and various stakeholders to eliminate discrimination, foster a culture of respect among young people from an early age, and create a diverse and inclusive environment on all fronts, thereby strengthening the foundation for Hong Kong's sustainable development."

The [full report](#) is now available on the EOC website.

EOC Hosts Community Events to Promote Racial Inclusion

Collaboration with stakeholders in the community is essential to the EOC's work in promoting racial inclusion. On 18 March 2025, the EOC held a signing ceremony to welcome 14 small and medium-sized enterprises (SMEs) from the SME Sustainability Society as new signatories of the Racial Diversity & Inclusion Charter for Employers. By signing the Charter, they pledge to promote racial diversity and inclusion (D&I) in their respective workplaces, joining over 500 other signatories in making the commitment publicly.



During the ceremony, three new signatories, namely Crown Gas Stoves (Holdings) Co. Ltd., Meiriki Japan. Co. Ltd. and Richform Holdings Ltd., shared their experiences in promoting racial equality through community engagement and hiring practices. The EOC also released the findings from the second round of [Advanced Annual Reviews](#) submitted by Charter signatories at the ceremony. The review invites signatories to fill in an 'Advanced Annual Review Form' to provide details of the policies and practices they have adopted to promote racial diversity and inclusion. The first round of report was released in 2023 with 29 responses. The responses from this round of review, which included 42 responses, have been summarised into a report.

One of the highlights of the report is the significant growth in the participation of SMEs in the review, which went up from 5 to 13. This trend is particularly encouraging, as it shows that even smaller enterprises and organisations are capable of and willing to implement practices and policies that promote racial equality in employment.

The report also notes improvements in preventing racial bias in hiring and taking account of racial diversity and inclusion within organisations. In addition, 48% of the respondents, including SMEs, provided internship and mentorship programmes for underrepresented groups. This figure stood at 5% in the previous round of review.



Commenting on the report, EOC Chairperson Ms Linda LAM Mei-sau said, “The findings highlighted in the report are encouraging, as they clearly show that policies and practices that promote racial equality are gaining traction among local employers.”

Separately, the EOC hosted an appreciation event on 12 April 2025 to recognise the contributions from community stakeholders in advancing racial equality in Hong Kong. The event brought together around 100 representatives from over 80 ethnic community groups and stakeholder organisations dedicated to promoting equality and inclusion. Mr Erick TSANG Kwok-wai, Secretary for Constitutional and Mainland Affairs of the Hong Kong Special Administrative Region Government and EOC Chairperson Ms Linda LAM Mei-sau officiated the event’s opening ceremony.



The EOC presented appreciation plaques to community stakeholders, including community leaders from diverse racial backgrounds, ethnic community organisations, and non-governmental organisations serving various ethnic groups and migrant domestic workers, to highlight their efforts and contributions over the years. From providing constructive feedback on policy recommendations to collaborating on community education initiatives and actively mobilising community members to participate in EOC-led programmes, these partners have played a vital role in advancing the EOC’s work in promoting equality in rights, opportunities and dignity for residents of all races.

