

FEBRUARY 2024 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

## Promoting Universal Design in Hong Kong



Imagine a world where every building, every facility, and every service seamlessly caters to the needs of individuals, regardless of their abilities. A world where accessibility is not an afterthought, but a fundamental principle woven into the fabric of our daily life.

This is the vision of universal design, an inclusive design approach that provides a framework for building products, environments, and services that are accessible to all individuals. But how is universal design different from barrier-free design, and how can its principles help us make Hong Kong more inclusive not only for people with disabilities (PWDs), but also everyone?

### A Primer on Universal Design

The term “universal design” was coined by Ronald Mace, an architect and designer who was also a wheelchair user. While studying at North Carolina State University, he frequently encountered difficulties in accessing facilities, an experience which led him to become an activist championing accessibility in built environments. In 1997, Mace and a group of design specialists came up with the seven principles of universal design, which continue to serve as the bedrock of the groundbreaking design approach today.

## Seven Principles of Universal Design <sup>[1]</sup>



### Equitable Use

The design is useful and marketable to people with diverse abilities.



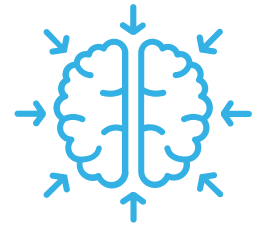
### Flexibility in Use

The design accommodates a wide range of individual preferences and abilities.



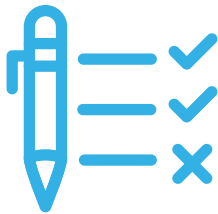
### Simple and Intuitive Use

Use of the design is easy to understand, regardless of the user's experience, knowledge, language skills, or current concentration level.



### Perceptible Information

The design communicates necessary information effectively to the user, regardless of ambient conditions or the user's sensory abilities.



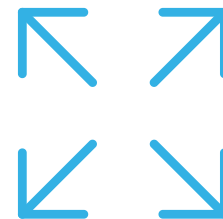
### Tolerance for Error

The design minimises hazards and the adverse consequences of accidental or unintended actions.



### Low Physical Effort

The design can be used efficiently and comfortably and with a minimum of fatigue.



### Size and Space for Approach and Use

Appropriate size and space is provided for approach, reach, manipulation, and use regardless of user's body size, posture, or mobility.

While barrier-free design focuses on retrofitting specialised features to improve accessibility for PWDs, universal design takes a broader approach by aiming to create environments and products that are usable by everyone, irrespective of age, ability, or life circumstances. It takes into account individuals' changing needs throughout their lives from birth to old age, such as temporary illness, disability, and even caring responsibilities.

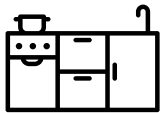
[1] North Carolina State University (1997). The Principles of Universal Design, Version 2.0, Retrieved from <https://design.ncsu.edu/research/center-for-universal-design/>

## Barrier-Free Design vs. Universal Design

### Barrier-Free Design



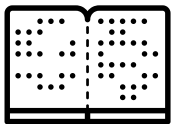
Wheelchair ramp next to an entrance with stairs



Fixed, lowered kitchen countertop



Manual door with handle

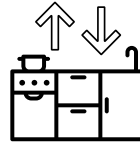


Braille books

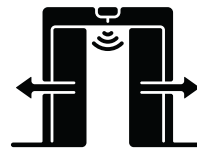
### Universal Design



Step-free and level entrance



Adjustable kitchen countertop



Automatic door with motion sensor



Audiobooks

Summarising the difference between barrier-free design and universal design, Mace explained: “Barrier-free has the intent of designing [products, environments, and services] differently for people with disabilities... but universal design is put into place so the widest range of people can use the same entrance to get into a building, use the same products to make dinner, and participate in the same programme together. The design isn’t special for one group of people over another. It works for ‘everyone’ to the greatest extent.”[2]

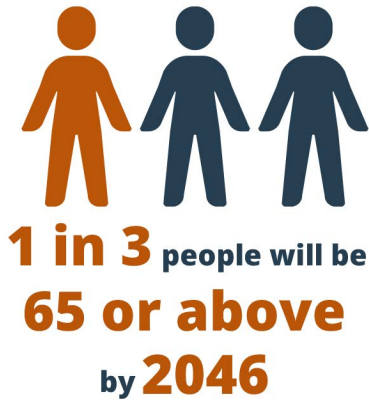


“[Universal design] isn’t special for one group of people over another. It works for ‘everyone’ to the greatest extent.”

### Meeting the Needs of Hong Kong’s Changing Population



The concept of barrier-free access has gained widespread acceptance in Hong Kong following several decades of implementation. However, as population ageing progresses, the adoption of universal design will provide more effective solutions to cater to the changing needs of the city’s population.



The number of elderly persons aged 65 and above is projected to increase from 1.45 million in 2021 to 2.74 million in 2046.[3] In other words, around one in every three people will be 65 or above in just over two decades.

The ageing population will have far-reaching implications on equality and inclusion. While the number of PWDs currently stands at around 534 000,[4] or 7.1% of the total population, the figure is expected to swell as population ageing accelerates. Furthermore, the number of individuals with caring responsibilities, which continues to predominantly fall on women within households, will increase correspondingly. It is crucial to take care of their needs, as well as those taking care of young children, when designing products, environments, and services.



The Hong Kong Government has issued several design guidelines to improve the user-friendliness of the built environment. Published by the Buildings Department, the [Design Manual: Barrier Free Access 2008 \(2021 Edition\)](#) outlines design requirements for buildings constructed after 1997 and required alterations to older buildings to ensure accessibility for PWDs, the elderly, pregnant women, families with young children, and other population segments. Meanwhile, the Architectural Services Department's [ArchSD Standard on Universal Accessibility Provisions](#) provides guidelines on creating barrier-free environments beyond the minimum statutory requirements for the department's own projects. It has also published the [Universal Accessibility Best Practices and Guidelines](#) to facilitate socially responsive building design in government premises.

These guidelines provide a solid foundation for universal accessibility in Hong Kong. But to truly maximise the benefits of universal design, we need to bring its principles beyond the built environment, and apply them to products, services, and even digital technology.

[3] Census and Statistics Department (2023) Hong Kong population projections for 2022-2046 release, Retrieved from [https://www.censtatd.gov.hk/en/press\\_release\\_detail.html?id=5368](https://www.censtatd.gov.hk/en/press_release_detail.html?id=5368)

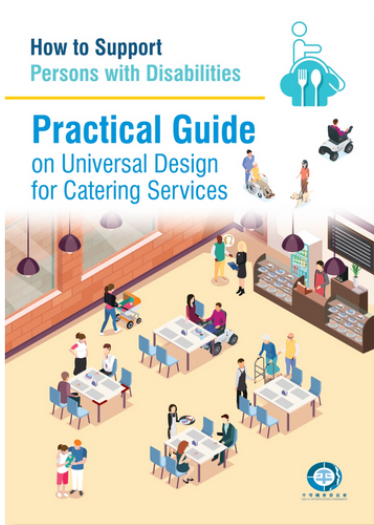
[4] Census and Statistics Department (2021). Special Topics Report No. 63: Persons with disabilities and chronic diseases, Retrieved from [https://www.censtatd.gov.hk/en/data/stat\\_report/product/C0000055/att/B11301632021XXXXB0100.pdf](https://www.censtatd.gov.hk/en/data/stat_report/product/C0000055/att/B11301632021XXXXB0100.pdf)

## Putting Universal Design into Action: The Catering Sector



One particular sector which can benefit from the adoption of universal design is the catering industry. While most people take for granted the ease and convenience of going to a restaurant for a meal, it can be an experience fraught with challenges for PWDs. According to [a survey on local restaurants](#), over 70% of surveyed facilities failed to comply with accessibility requirements. The proliferation of self-service kiosks and digital payment services makes placing an order and settling the bill even more difficult for PWDs.

With the aim to help restaurants serve the needs of diverse customers, the EOC published the [Practical Guide on Universal Design for Catering Services](#) in October 2023, followed by a seminar in November 2023 connecting representatives from the catering industry with accessibility experts. From the entrance to the ordering process and the dining environment, the Guide provides examples that put the principles of universal design into practice.



Consider the spacing between tables as an example. Beyond facilitating ease of movement for wheelchair users, providing sufficient space in the aisles between tables can make the dining experience more comfortable for other customer groups, such as parents pushing prams and diners with bulky baggage. This design choice can also foster a safer, more efficient working environment for servers as they navigate between tables.

In an era where digital technology permeates every aspect of daily life, it is crucial to eliminate barriers to accessing information on screens as well. Using large, non-decorative fonts for digital menus, and including a button for customers to call for assistance at self-service kiosks are examples of simple measures restaurants can adopt to enhance digital accessibility for people with low vision and the elderly.

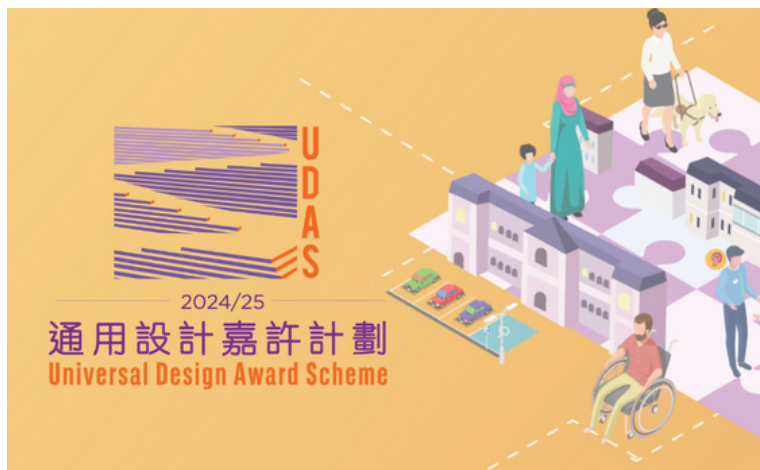
Incorporating universal design principles in restaurants is not just good for diversity and inclusion, it is also good for business. By making their services and the dining environment intuitive and accessible, restaurants can potentially attract more customers and bring in more orders.

## A Society Built for All

The EOC's work with the catering sector is only the beginning. With the launch of the inaugural Universal Design Award Scheme in January 2024, the EOC is hoping to inspire various sectors and businesses, such as banking and health services, to embrace the vision embodied in universal design, unleash their creativity to develop innovative solutions, and engender a more inclusive and equitable society for all.

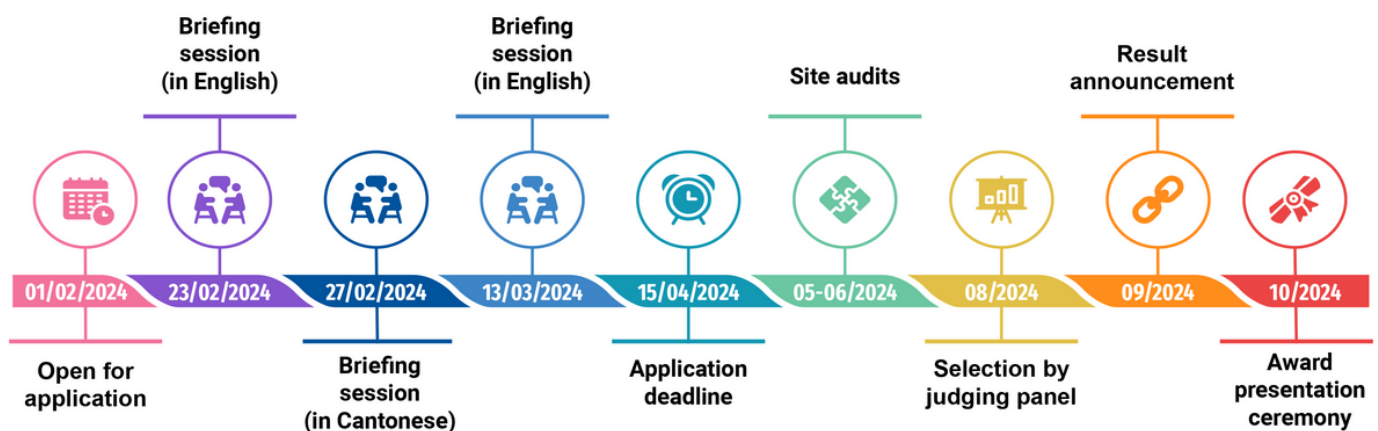
### Universal Design Award Scheme 2024/25

Equal access to goods, facilities, and services is essential for the full participation of everyone in society, regardless of age, ability, or other protected characteristics. The Universal Design Award Scheme 2024/25 aims to:



1. Enhance public awareness of the benefits of universal design;
2. Recognise organisation implementing universal design principles in their premises and practices;
3. Provide a platform for sharing good practices; and
4. Encourage more organisations to make universal accessibility a priority.

The award scheme opened for application on 1 February 2024. The deadline for application is 15 April 2024. Below are the key dates of the award scheme:



Interested parties can sign up for the briefing sessions in February and March 2024 [here](#). For more information, please visit the [award scheme's webpage](#).

## Mental Health and Media Reporting



The issue of mental health has been rising in prominence in public discourse in recent years, as the number of individuals with mental health needs experienced significant growth in our society. Between 2001 and 2020, the number of individuals in Hong Kong with mental health needs increased from around 50 000 to over 250 000. Study after study has also found that the mental health of the general population in the city has been on the decline, with particular concern surrounding the wellbeing of young people and the elderly. In many cases, the impact of mental health needs extend beyond the individuals themselves, affecting their family, friends, and loved ones.

The burgeoning mental health crisis in the city is further compounded by the discrimination people with mental health needs face. Stigma, stereotypes, and biases against mental health needs remain deeply ingrained in popular consciousness, with the media often playing an influential role in disseminating and perpetuating negative representations. This was brought into sharp focus following the tragic incident at Diamond Hill, which involved the death of two women, as sensational stories conflating mental health conditions with violence appeared in various local media outlets and on social media.

Media portrayals of mental health issues matter. In addition to exacerbating the effects of social exclusion, equating mental health needs with negative stereotypes can discourage individuals from seeking treatment and professional help.





In response to the increased media and public attention on mental health, the EOC organised a seminar on 28 September 2023 with the aim to reshape the media representation of people with mental health needs in Hong Kong. Supported by the Advisory Committee on Mental Health (ACMH) and the Hong Kong News Executives' Association (HKNEA), the event at the Duke of Windsor Social Service Building provided a platform for frontline journalists and media professionals to explore ways to foster bias-free coverage of mental health issues together with key stakeholders, including academics, health professionals, persons with mental health needs, and service providers.



Under the Disability Discrimination Ordinance (DDO), people with mental health needs and their associates, such as family and carers, are protected from being treated less favourably or discriminated due to their conditions. In his presentation, Dr Ferrick CHU Chung-man, Executive Director (Operations) of the EOC, explained to participants the legal provisions under the DDO, while also highlighted various good practices for media practitioners to adopt when reporting on mental health issues.

The seminar also featured talks by mental health and media experts to give participants diverse perspectives on the issue. Prof Linda LAM Chiu-wa, Professor (Clinical) from The Chinese University of Hong Kong's Department of Psychiatry, highlighted research studies on the effects of negative media representations on people with mental health needs, while Prof Raymond LI, Department Head at the Hong Kong Baptist University's School of Communication, explored media portrayals of various mental health issues. The audience also heard personal sharing from Ms Lily CHAN, Member of the ACMH and a carer, and Ms LEUNG Pui-ki, a social worker and a person in recovery.





The seminar concluded with an engaging panel discussion featuring the three speakers and Dr Quinton CHAN Yuk-kuen, Member of the Executive Committee of Hong Kong Press Council and part-time Senior Lecturer at Hong Kong Shue Yan University's Department of Journalism and Communication. Building on the discussions at the seminar, the EOC will continue to collaborate with stakeholders to develop concrete guidance to help journalists and media professionals deliver more accurate and balanced coverage of mental health issues in Hong Kong.

As EOC Chairperson Mr Ricky CHU Man-kin reflected on the media representation of mental health in an [op-ed published in HK01](#): "The media is like a double-edged sword. It can guide public discourse and shape people's values by providing new information and disseminating knowledge; at the same time, it can negatively affect people's attitudes, behaviours, and even mental wellbeing. In order to change society's attitude towards mental health, it is vital to leverage the power of media to promote positive messages and values."

Visit [the EOC website](#) to see a video recap of and download the PowerPoint presentations from the seminar.



**"In order to change society's attitude towards mental health, it is vital to leverage the power of media to promote positive messages and values."**

Mr Ricky CHU Man kin, EOC Chairperson

## Media Reporting on Mental Health Issues: Dos & Don'ts



### DO



Use medically accurate terms to describe mental health conditions and diagnosis.



Only report on a person's mental health condition if it is proven to be relevant to the story. Report the diagnosis in the context of other contributing factors (e.g. substance abuse, lack of treatment).



When reporting on a story related to mental illness, make sure to highlight that different people have different experiences of mental health conditions.



Rely on authoritative sources only and take extra care when reusing information about a person's mental health in the immediate aftermath of an incident.



Highlight stories of hope and recovery, and include contact details of relevant organisations/helplines to encourage and support help-seeking.



Use images that convey hope, support, and recovery.

### DON'T



Use language that dehumanises or stigmatises persons with mental illness.



Assume or present mental health conditions as the sole cause of a crime, a negative incident or violent behaviours.



Make generalisations about people with mental health needs.



Make speculations about a mental illness diagnosis or ask mental health experts for an immediate, "on air" diagnosis.



Present mental health needs as a permanent state or a hopeless situation.



Use images showing medical facilities, pills, violence, and isolation.

# Research on Special Education Policies and School-to-Work Transitions for Persons with Disabilities



Education and employment are cornerstones of personal growth and fulfilment. Unfortunately, people with disabilities (PWDs) and individuals with special educational needs (SEN) often face significant barriers and challenges in the education system and the labour market. Stereotypes, misunderstandings, and a lack of support can hinder their progress in school, while many also struggle to find suitable employment as they transition into adulthood.

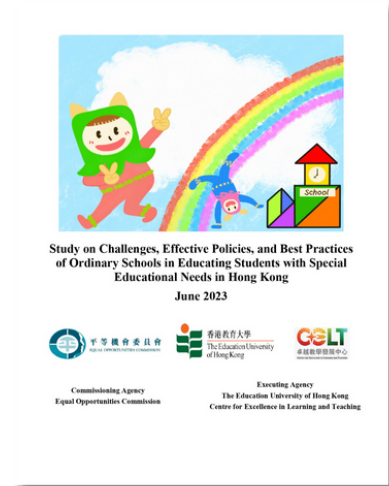
To better understand the causes of disability inequality in education and employment, and explore viable policy solutions, the EOC commissioned two studies examining the implementation of integrated education (IE) in Hong Kong and young PWDs' transition from school to work.

## Enhancing the Effectiveness of Integrated Education



Since the late 1990s, Hong Kong has implemented IE to facilitate the integration of students with SEN into ordinary public schools. In recent years, the Government has provided various additional measures to enhance support for the teaching and learning of students with SEN, including introducing the role of special educational needs coordinators (SENCOs) in public primary and secondary schools.

In June 2023, the EOC published the findings of the [\*Study on Challenges, Effective Policies and Best Practices of Ordinary Schools in Educating Students with Special Education Needs in Hong Kong\*](#), which examined the effectiveness of IE in primary and secondary schools. The study surveyed 141 ordinary schools between 2020 and 2021, with over 1 500 principals, teachers, and SENCOs responding to the questionnaire. The researchers also conducted qualitative interviews or focused group interviews with 106 participants.



Based on the survey results, the study found that the general understanding of SEN among the three groups of interviewee was high (over 80%), with the exception of mental health issues. While over 90% of SENCOs understood mental health issues as a category of SEN, only 76% of teachers had the same understanding. Notably, 35% of SENCOs and 21.8% of teachers in primary schools considered “academic underachiever” as a type of SEN.



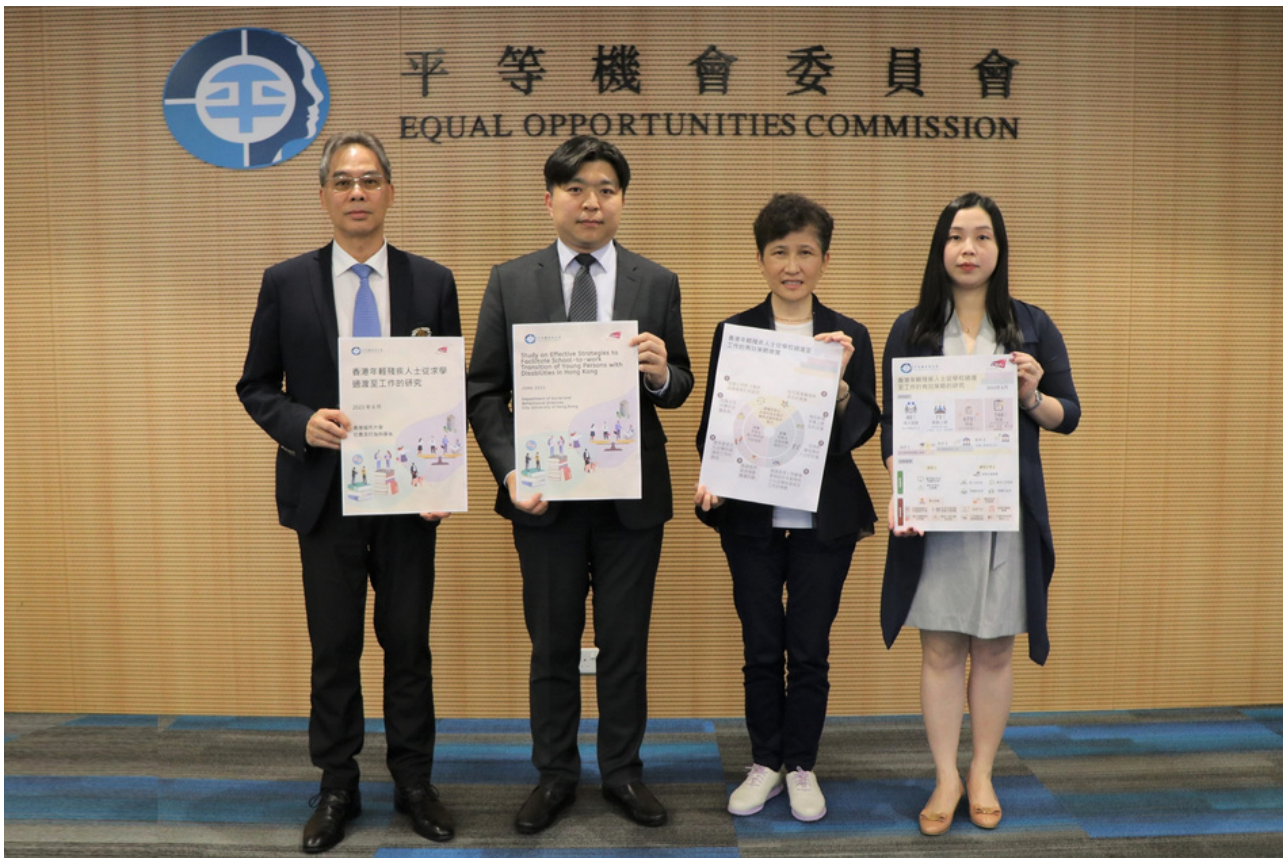
When asked about the challenges in implementing IE, the majority (over 80%) of all three groups of interviewee expressed that tight teaching schedule and heavy teaching load as major barriers. This concern was further highlighted in the individual and focused group interviews. As one of the interviewee remarked, “The class timetable is very intense, and basically there is no free time.” The inflexibility of the curriculum, coupled with various constraints in providing accommodation for students with SEN in exams further hindered the effectiveness of IE.

In terms of support from the Government, the stakeholders interviewed generally agreed that increase in resources has helped schools promote IE. The Learning Support Grant (LSG), for example, enables schools to employ professional support personnel to support the different needs of students. However, recruiting suitable candidates to provide suitable professional support for different types of student with SEN remains a challenge.

The study also conducted in-depth case studies of eight schools that achieved relative success in implementing IE. From small-class teaching and rescheduling teacher’s timetable to increasing parents’ involvement in school activities, the case studies provided various good practices for effective implementation of IE.

Based on the findings, the study proposed a series of recommendations focused on three areas – government support and policies, professional support and home-school cooperation, and teaching and learning. Among the major recommendations include giving schools more flexibility to utilise resources from the Government, implement small-class teaching, improve teachers’ understanding of IE through professional development, and strengthen collaboration between parents and schools.

## Facilitating School-to-Work Transition for Young PWDs



Leaving school and entering the labour market marks a critical period of transition for young people. But with the employment rate of PWDs being three times lower than that of the general population, it is evident that PWDs face significantly more challenges and difficulties in this period.[5] Furthermore, while the number of PWDs completing tertiary education has grown in recent years, many still struggle to find suitable employment after graduation.



Published in June 2023, the *Study on Effective Strategies to Facilitate School-to-work Transition of Young Persons with Disabilities in Hong Kong* by the EOC examined the aspirations of young PWDs, explored the obstacles in their transition from school to work, and identified factors that facilitated success. Between April 2021 and October 2021, the research surveyed a total of 1 421 young PWDs, parents/carers, social workers, teachers, employers, and employees. The research team also conducted focus group and individual interviews with the aforementioned stakeholders in 2020.

# 36.4%

of PWDs said their teachers **failed to understand** their learning difficulties.



# 36.1%

of PWDs said they have been **teased** or **rejected** by classmates due to their disabilities.

The study found that young PWDs faced discrimination both in school and in the workplace. Around 36% of PWDs reported that their teachers had failed to understand their learning difficulties due to their disabilities, while a similar proportion of surveyed participants said they had been teased or rejected by classmates due to their disabilities. In the workplace, over 30% of respondents said their employers ignored their disabilities and assigned tasks that were too simple for them. Around 30% said they had experienced the opposite, with employers assigning tasks that were too hard for them.



# 55.3%

of employers were concerned about the **costs** of providing barrier-free facilities or accommodations

On the employers' side, around 85% said they were willing to hire PWDs with post-secondary qualifications. However, over half of them were concerned about the costs of providing barrier-free facilities or accommodations or the additional costs required for training employees with disabilities.

Findings from the individual and focus group interviews echoed the survey results, with interviewees citing limited job options, lack of barrier-free facilities, and low acceptance of PWDs as key barriers to successful transition from school to work. On the other hand, flexible work arrangements, coupled with support from parents/carers, social workers, and peers were highlighted by participants as essential facilitating factors.

In order to tackle the discrimination and remove the barriers young PWDs face, the study stressed the importance of diversifying school-to-work transition pathways, strengthening support for post-secondary students with disabilities, and engaging the business sector to adopt more inclusive policies and measures.

Disability discrimination in education and employment severely impedes the progress of our society. In a world where talent competition plays a pivotal role in economic development, it is crucial for Hong Kong to make concerted efforts in maximising opportunities to learn and work for everyone. By dismantling stereotypes and eradicating biases, our society stands to benefit from greater disability inclusion.

# Enforcing the Anti-Discrimination Laws: 2023 in Review



As the statutory body responsible for enforcing the anti-discrimination laws, one of the key functions of the EOC is to conduct investigations into complaints of discrimination lodged under the Sex Discrimination Ordinance (SDO), Disability Discrimination Ordinance (DDO), Family Status Discrimination Ordinance (FSDO), and the Race Discrimination Ordinance (RDO).

In 2023, the EOC handled a total of 1 331 complaints and conducted 37 self-initiated investigations, including those carried forward from previous year. Out of these, 679 were lodged under the DDO, with around 68% relating to the field of employment. The number of complaints under the SDO came in second with a total of 461 cases. Over half of the complaints (256) were related to sexual harassment, while around a quarter (111) were pregnancy discrimination cases. Complaints handled under the RDO and FSDO stood at 88 and 66 respectively.

Besides conducting investigation into complaints, the EOC has a duty to encourage and facilitate settlement through conciliation. In 2023, the EOC facilitated conciliation for 148 cases and achieved a conciliation success rate of 82%.

**The EOC achieved  
a conciliation  
success  
rate of **82%**  
in 2023**



For cases where conciliation is unsuccessful, the complainant can apply for assistance from the EOC, which may include providing legal advice to the applicant by EOC lawyer(s), legal services related to the gathering and assessment of further information or evidence, or representation in legal proceedings by EOC lawyer(s) or by lawyer(s) in private practice engaged by the EOC. In 2023, the EOC handled 16 applications and provided assistance for 7 cases.

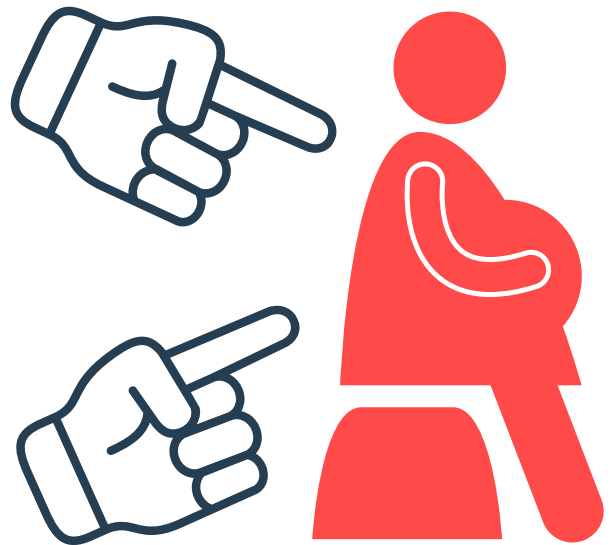




Among the notable court judgements in EOC-assisted cases include a sexual harassment case (DCEO10/2021) involving a female Event Coordinator (the Claimant) at a recreation club, who alleged that she was sexually harassed on multiple occasions by a male Operations Manager (the Respondent) at the time when they were both working for the club. The harassment, which included unwelcome physical contact and unwelcome attention of a sexual nature, allegedly lasted for over a year. The Claimant also alleged that she resigned from her job as a result of the distress caused by the continuous acts of sexual harassment.

Following a default judgment entered against the Respondent, the Court awarded a sum of HK\$80,000 for injury to feelings to mark the degree of embarrassment, humiliation, emotional distress and anxiety caused to the Claimant by the Respondent's sexual harassment acts. The Court also awarded exemplary damages to the Claimant in the sum of HK\$10,000.

In another significant EOC-assisted case, the District Court ruled in favour of a woman (the Claimant) who was discriminated by her employer (the Respondent) due to her pregnancy. In September 2007, the Claimant began working for the Respondent, a logistics company. She was subsequently promoted to department head in March 2017 and became pregnant shortly after. The Respondent then refused to provide the Claimant an end-of-year bonus and declined to renew her contract right before her maternity leave, on the pretext that her performance was subpar and for cost-saving, operational purposes. However, the Claimant alleged that her pregnancy was the real reason for the Respondent's actions.



The Court awarded loss of income in the sum of HK\$306,680 and year-end bonus in the sum of HK\$489,500, both with interest, to the Claimant. In addition, the Court provisionally awarded a sum of HK\$130,000 for injury to feelings on the basis that the Respondent will issue to the Claimant an apology and a reference letter. The Court also ordered the Respondent to pay the Claimant's legal costs.

Visit [the EOC website](#) for more information on the complaints and legally assisted cases handled by the EOC.

# EOC Snapshots

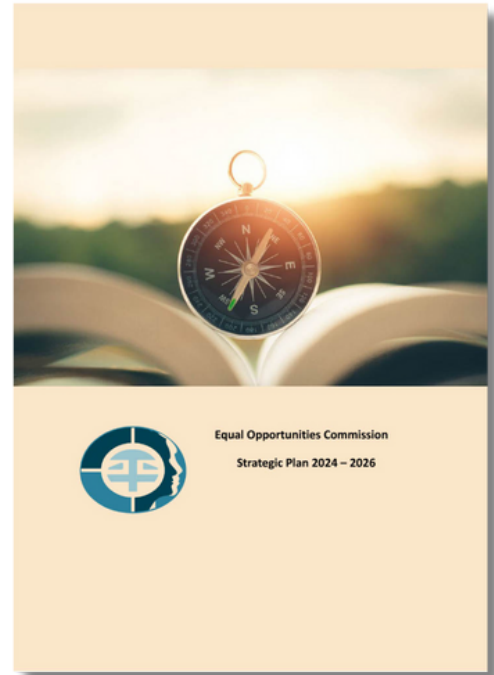
## EOC releases *Strategic Plan 2024-26*

On 1 January 2024, the EOC published the *Strategic Plan 2024-26* (the Plan), following the endorsement by the EOC Board. Building on the work and achievements from the previous four years, the strategic priorities and focus areas outlined in the Plan will serve as the North Star to guide the Commission forward and chart new paths.

Taking into consideration the anticipated challenges and opportunities ahead, namely changes in the city's demographic composition, the rise of digital technology, talent crunch, youth development, and integration with the Mainland's development and the Greater Bay Area (GBA), the Plan sets out six strategic goals for the period under planning:

1. Enhance capacity building and strengthen the reputation of the EOC's complaint-handling and conciliation mechanism through professional development and knowledge sharing;
2. Promote talents from marginalised communities, and foster a diverse and inclusive workforce;
3. Advance accessibility, promote universal design, and realise smart city living;
4. Build a respectful culture and foster social inclusion in a diversifying society;
5. Empower young people with equal opportunities, promote diversity and inclusion to the next generation; and
6. Maintain high standards of corporate governance and ensure long-term operational sustainability.

With the strategic goals serving as the overarching framework, the EOC identified 19 work priorities under five thematic focuses.



In the area of gender discrimination, the EOC will focus on enhancing the awareness of anti-sexual harassment policies and measures in employment, promoting gender equality to the younger generation, empowering victims of sex discrimination to come forward and strengthen bystander intervention, as well as ensuring access to equal opportunities for pregnant and breastfeeding women in various social domains.

To further advance disability inclusion, the EOC sees promoting the adoption of universal design, enhancing employment opportunities for PWDs, and tackling the stigmatisation of mental health issues as key steps forward. The Plan also highlights opportunities to enhance exchange with relevant stakeholders in the GBA and Mainland on the issue of disability discrimination.

Following the COVID-19 pandemic, family-friendly employment policies (FFEPs) have gained wider attention and acceptance. Riding on this trend, the EOC will work towards fostering greater adoption and implementation of FFEPs among employers, while also continuing to enhance the public's understanding of the protection against discrimination afforded to carers under the Family Status Discrimination Ordinance.

Given the growth of the ethnic minority (EM) population in recent years, there is an increasing need to eliminate barriers to racial inclusion. To this end, the EOC will devote effort to foster harmonious relations between communities from different ethnic and cultural backgrounds, promote equal access to employment and educational opportunities for EMs, address the digital divide to improve racial integration, and further improve the public's perception of the RDO.

Lastly, the EOC will endeavour to establish a robust organisation and strengthen its long-term operational sustainability by exploring avenues to enhance the performance and professional image of its staff, build effective communication channels with external stakeholders, and review and address potential vulnerabilities against cyberattacks.

Visit the EOC website to read the [Strategic Plan 2024-26](#) in full.



## EOC promotes equality on RTHK's *Inclusive Society* and Hoy TV's *City Focus*



The EOC has partnered with a local radio station and a local TV channel to bring the message of equality and inclusion to the wider public, empowering citizens with a deeper understanding of their rights under the anti-discrimination laws.

With the first episode broadcast on 4 November 2023, *Inclusive Society* is a radio show the EOC produces in collaboration with Radio Television Hong Kong (RTHK) Radio 2. Airing every Saturday from 12am to 1am, the one-hour-long episode consists of two segments. The first part, called “Inclusive Connections”, is a half-hour segment where Dr Ferrick CHU Chung-man, Executive Director (Operations) of the EOC, joins the radio host to discuss the application of the anti-discrimination laws in real-life discrimination cases the EOC has handled in the past. The show has covered various issues to date, including accessibility and universal design, sexual harassment in the workplace, and pregnancy discrimination. In the second part of each episode, the show invites guests and experts to share their views on equality and inclusion through interviews. EOC Chairperson, Mr Ricky CHU Man-kin, was the interview guest in the first two episodes. Visit [this link](#) to listen to episodes of *Inclusive Society* (in Cantonese only).

Separately, the EOC has commissioned HOY TV Channel 77's *City Focus* to produce five segments for the show to enhance the public's awareness of different forms of discrimination in various social domains. Through vox pops, dramatic re-enactments, and interviews with stakeholders, the segments explored timely issues, such as [support for carers and the FSDO](#), [workplace sexual harassment](#), [accessibility and universal design](#), [racial harmony](#), and [pregnancy discrimination and breastfeeding discrimination and harassment](#) (in Cantonese only).



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## EOC attends Disability Forum at Shenzhen University



Capitalising on Hong Kong's growing integration with the Greater Bay Area (GBA), the EOC participated in the 2nd Greater Bay Area Disability Development Forum (第二屆大灣區殘障事業協同發展論壇) held in Shenzhen from 17 to 19 November 2023. Organised by China Disability Research Society, Guangdong Disabled Persons' Federation, and Shenzhen University, the forum brought together leaders and experts from Hong Kong, Macau, and the Guangdong area to share experiences in advancing disability inclusion and explore future directions. The EOC was a supporting organisation for the forum.

In his presentation, EOC Chairperson Mr Ricky CHU Man-kin delivered a comprehensive overview of the EOC's efforts in eliminating disability discrimination and advancing the rights of people with disabilities in Hong Kong throughout the years. During a panel session, representatives from the EOC also shared experiences in promoting universal design in Hong Kong. Aside from exchange and dialogue, the forum also gave participants opportunities to visit Tencent and a car wash centre to learn about innovative disability inclusion measures and practices.

The EOC will continue to seek opportunities to strengthen partnership and collaboration with relevant stakeholders in the GBA and contribute to the Mainland's development.