



The Equal Opportunities Commission and All Stakeholders Work Together to Foster Racial Inclusion

The Racial Diversity & Inclusion Charter reaches the 300-signatory mark on its 5th anniversary



“At the Equal Opportunities Commission (EOC), we believe that in order to achieve greater equality and inclusion, there has to be collective effort. Different community stakeholders have a role to play individually and also as societal partners. We are proud to report on our engagement with three important pillars of society, namely the corporate sector, the education sector and the NGO/social enterprise sector with the aim of improving racial diversity and inclusion in the city.

The first network the EOC developed for promoting racial equality is the Racial Diversity & Inclusion Charter for Employers. This August mark the 5th anniversary of the Charter and more than 320 signatory organisations have shown their commitment to promoting racial D&I in their workplaces.

This year, we also rolled out an initiative to include schools into our racial D&I efforts. Sixty schools took part in the inaugural Racially Friendly Campus Recognition Scheme over March and April to mark the International Day for the Elimination of Racial Discrimination with student activities and publicity to promote racial inclusion in schools.

Finally, our Corporate-NGO networking event last month helped forge mutually beneficial connections between corporate partners and 20 NGOs to further progress equality and inclusion goals.

We are grateful for these partnerships and commend the efforts. Together, we can take strides in making Hong Kong an equitable city with equal opportunities for all.

Mr Ricky CHU Man-kin, EOC Chairperson

The following 300+ organisations have signed the Charter:

Come and join us as a signatory of the Charter to build a diverse and inclusive workplace:
 Website : www.eoc.org.hk
 Hotline : 2511 8211

60 Schools Promoting Racial Inclusion

To mark the International Day for the Elimination of Racial Discrimination (IDERD) 2023, the Equal Opportunities Commission launched the Racially Friendly Campus Recognition Scheme for schools to spread awareness about the importance of racial equality and inclusion among students and staff community. A total of 60 primary and secondary schools have participated in the scheme. Here are some fun and meaningful activities that schools have conducted to promote racial inclusion in the campus:

YPICA Lee Lim Ming College

Yan Ping Industrial & Commercial Association (YPICALMC) provides a solid foundation for both Chinese and non-Chinese students of different ethnicities. This diverse yet harmonious learning atmosphere is key to enhanced language learning, providing both English-rich and Chinese-rich environment. Every year, the school holds two captivating programmes – Cultural Day and Cultural Night. On Cultural Day, students participate in the annual costume parade and experience cultural exchange through games and food-tasting. Meanwhile, parents, teachers and students all gather on Cultural Night to show their talents in eclectic performances such as singing and folk dancing. Because of this, non-Chinese students integrate into the local community better. YPICALMC students gain first-hand cultural exchange daily, widening their global perspective and inspiring them to contribute to society and our country.



Delia Memorial School (Hip Wo No.2 College)

Delia Memorial School (Hip Wo No.2 College) has organised an inter-class board decoration competition to encourage students to express their ideas about racial harmony. This activity aims to promote understanding and respect among students from different races and cultures, and to raise awareness of the importance of racial harmony.

Through this activity, students have the opportunity to showcase their artistic talents and creativity, while also learning about the different cultures and traditions of their classmates. Our school is a big family with students from different cultural backgrounds and it is hoped that this activity will enhance the sense of community and inclusivity among the student body and encourage them to embrace diversity.

This initiative is promoting racial harmony and inclusion in our school, and we hope that it will inspire students to continue to engage in meaningful conversations about diversity and acceptance.



Li Po Chun United World College of Hong Kong

Peace Camp 2023 was jointly organised by Rotary International District 3450 & Li Po Chun United World College (LPCUWC) in April. The theme was Diversity, Equity & Inclusion (DEI). Our two-day programme, created by students for students, brought together speaker sharings, peer-led games and cultural dance lessons as ways to explore and appreciate DEI. It was also an opportunity for 120 Hong Kong students to experience diversity first-hand through engaging with student organisers from 25 countries. The event

closed with a spirited showcase of newly learned dances, celebrating shared accomplishments and new friendships.

Peace Camp originated from a shared commitment towards promoting peace via youth education, bringing together the efforts and contributions of many passionate individuals from LPCUWC, Rotary and our respective networks. Beyond this third iteration and first ever face-to-face pilot, we look forward to building meaningful experiences with youth in the community.



Tsung Tsin Primary School and Kindergarten

Tsung Tsin Primary School and Kindergarten offers our students an immersed environment to develop biliterate and trilingual ability. Our teaching team consists of 34 native Putunghua speakers from different provinces across Mainland China and 28 native English speakers from around the world, contributing to the racial diversity of our school. Furthermore, we actively expand students' and teachers' horizons in terms of culture, arts and values with a view to promoting diversity and inclusion through morning and weekly assemblies, recess activities, our unique Chinese Cultural Day and International Day. The Multicultural Gala @ Tsung Tsin which further engaged other children in the community to join our students and teachers at school in a multicultural fun tour.

Let us work together to teach our children to embrace diversity from an early age.



Bradbury School

ESF Bradbury School observed the IDERD on 21 March 2023 by organising various events and initiatives. The school held a special assembly for Year 5 students, where a teacher shared her personal experience of facing discrimination, aimed at raising awareness of the harmful effects of racism and promoting respect for diversity. Year 6 students investigated discrimination in Hong Kong

as part of the Primary Years Programme Exhibition and presented their findings to their peers. Students curated a display of books to promote diversity. The introduction of the ESF Diversity, Equity and Inclusion policy and these events demonstrate the school's commitment to promoting inclusivity and diversity, educating students about the harm of racism, and creating a better future for everyone.

NGO Partners Creating Value

Diversity & Inclusion advancement requires consistent efforts from all stakeholders and community members. On May 24, the EOC and Bloomberg co-organised a networking event, "Leveraging Corporate-NGO Partnerships to Create Value" to promote cross-sector cooperation between companies and non-profit organisations. It was a full house with over 100 attendees. We would like to thank our NGO partners for introducing their work to the audience and their contribution to the society.



NGO Partners

- All Black FC (Sports for Life)
- Christian Action Centre for Refugees
- Community Business
- EmpowerU
- Equal Justice Limited
- HELP for Domestic Workers
- Hong Kong Breast Cancer Foundation
- Hong Kong Unison
- Integrated Brilliant Education Limited (IBEL)
- Inspiring Girls Hong Kong
- KELY Support Group
- Kriti Children's Centre
- PathFinders Limited
- Pro Bono HK
- Resolve Foundation
- SENsational Foundation
- The Amber Foundation
- The Zubin Foundation
- Uplifters
- WEDO Global Foundation

What is the Racial Diversity and Inclusion Charter for Employers (Charter)?

The Charter is a commitment towards racial diversity and inclusion. It consists of a set of nine guidelines for employers to use as a measure to assess and improve their performance on diversity and inclusion goals. The Charter network is a platform for signatories to learn from each other, share good practices and collaborate through Charter events and roundtables.

35 training sessions for signatories

88 NCS students matched with Charter signatories since 2021

323 Signatories

30 events

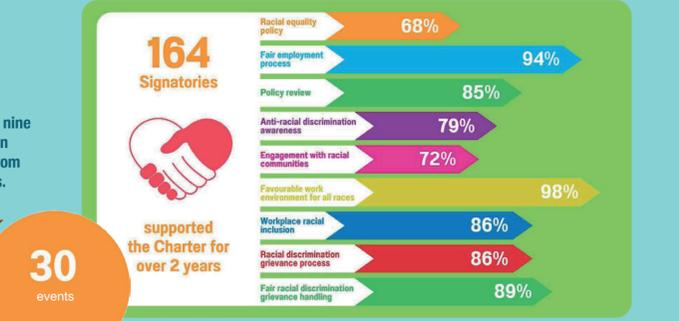
4,000 participants of panel discussions and training

Learning opportunities

Platforms for networking and sharing experiences

Internship opportunities

Growing awareness



Who is this Charter for?

- Companies registered with Business Registration: the business must be in operation in Hong Kong for at least 1 year
- Charitable organisations that are exempt from tax under Section 88 of the Inland Revenue Ordinance
- Education establishments
- Medical institutions
- Chambers of commerce and professional bodies
- Other organisations considered appropriate by the organiser