

## EQUAL OPPORTUNITIES COMMISSION

### The Racial Diversity & Inclusion Charter for Employers

#### Frequently Asked Questions

**Q1. Do the signatories have to fulfill all the nine charter goals?**

A1. They are encouraged to work towards the goals but it is NOT necessary to fulfill all to be eligible for signing. Working on some has already shown an employer' commitment and support for the principles.

**Q2. Do the signatories have to provide evidence of continuous progress for renewal?**

A2. We understand that some signatories may have attained a relatively high level of racial diversity and inclusion; and further breakthrough in certain areas may not be easy to make. In other cases, small companies such as SMEs may face resource limitations in progressing toward some goals. Therefore, in the renewal exercise, continuous progress of a signatory will be highly appreciated but NOT a must.

**Q3. What do the signatories require to report for renewal? Are there any indicators for the signatories to meet?**

A3. The signatories are required to provide an annual update which serves more as a feedback collection exercise on which areas they find it challenging to work on and what progress or good practice they have achieved and could share with us. The annual feedback form does not include any scoring or indicators. Please click [here](#) to download the sample annual feedback form.

**Q4. Do the signatories have to hire more ethnic minorities or lower the Chinese language requirement in recruitment?**

A4. Racial diversity and inclusion is for everybody. Therefore, hiring more ethnic minorities is basically NOT a criteria or stated goal of the Charter. Companies without non-Chinese staff can still sign the Charter provided they have a racially inclusive policy and/or work on cultivating a race friendly culture among their Chinese staff. Having said that, efforts on promoting the employment opportunities for ethnic minorities is highly appreciated as it will be one of the most direct ways to achieve racial diversity and facilitate racial inclusion.

**Q5. What are the steps ahead?**

A5. Simply return the interest declaration form and then sign the Charter under an agreed arrangement of format and event.