

Hundred Fifty Plus Racial D&I Charter Signatories Join the EOC in Commemorating IDERD 2021

Message from the Chairperson

Events across the world over the last year have focused attention on racial equality as never before making the International Day for the Elimination of Racial Discrimination (IDERD) on 21 March this year more relevant than ever. While to many, racial inequality and the Black Lives Matter movement may seem half a world away, it has forced everyone to examine their own homes more closely. In Hong Kong, our racial minorities still face many hurdles in accessing equal opportunities in the most important areas of their lives including employment, education and housing.

It is important to recognise that racial minorities are contributing members to Hong Kong's economy, society and identity. A younger and growing non-Chinese workforce has to be valued as a vital Hong Kong resource, especially now, to help rebuild and revitalise Hong Kong after the ravages of the pandemic.

To give this talent pool an equal chance to contribute, it is imperative for all of us to denounce racial bias and discrimination. Business leaders can play an all-important role by helping to remove employment barriers and encourage constructive interactions between their employees and the racial minority community. This is exactly what drove us to launch the Racial Diversity & Inclusion Charter for Employers back in 2018. We are pleased that the Charter recently crossed the 150 signatory mark, thanks in large to a surge in interest in the area of racial diversity and inclusion (D&I) across the business sector driven by the international attention to anti-racism actions in some parts of the world. With large multinational companies leading the way, we are also seeing an increasing number of smaller and also local businesses joining the D&I journey. This growing support for making workplaces more racially diverse and inclusive is an encouraging sign of change that can only bring benefits to businesses as well as employees and through that society at large.

This IDERD day, the Equal Opportunities Commission would like to thank its 150 Charter partners for joining hands in order to improve workplace racial D&I thereby helping us move closer to our objective of making Hong Kong a more equal, fair and inclusive place to be.