



平等機會委員會  
EQUAL OPPORTUNITIES COMMISSION

# Update on the EOC's Racial Diversity & Inclusion Charter for Employers

6 October 2020



A background image showing a dense urban skyline at night, likely Hong Kong, with numerous skyscrapers illuminated and reflected in the water.

# Background Information

## Median Monthly Income (2016 Population By-census)

- Whole working population: HK\$15 500
- Some Disadvantaged Asian Groups: HK\$10 530 to HK\$12 750

## Poverty Rate (Poverty Situation Report on EMs 2016)

- Overall: 14.7% vs South Asian Groups: 23.0%
- One Particular South Asian Group: 48.6%

## Factors Affecting EM Youth in Exploring Career ptions (EOC Study)

- Perceived limited job opportunities and career path
- Limited exposure to diverse career options

## Employers' View (EOC Study)

- SMEs generally agree that it is understandable not to employ locally educated EMs (5.55/10)



# What is the Charter?

- Launched by the EOC in December 2018
- A commitment towards racial diversity and inclusion
- A set of nine guidelines:
  - To help employers improve diversity and inclusion in their organisations
  - To use as a measure for organisations to assess their performance on racial diversity and inclusion goals





# Why the Charter?

To promote equal employment opportunities for racially disadvantaged groups in Hong Kong

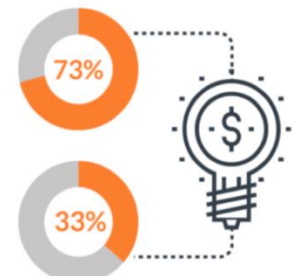
- To encourage businesses and organisations to provide job and internship opportunities for racially disadvantaged groups
- To highlight the potential benefits of a diverse talent pool to businesses
- To promote racially inclusive practices in workplaces



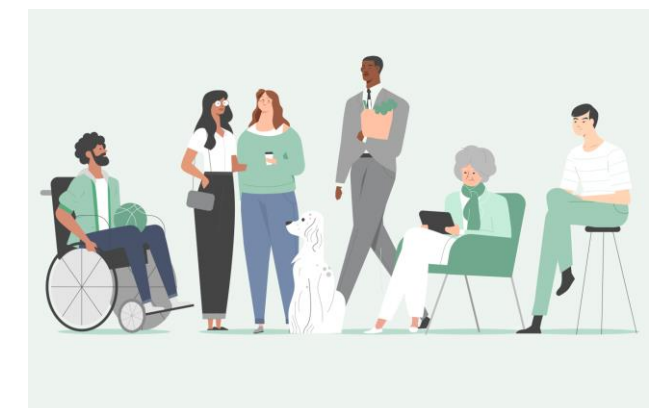
## DIVERSITY PAYS

Companies with diverse leadership teams attain **73% more in revenue from innovation** than less diverse companies.<sup>1</sup>

Companies with diverse boards and leadership are **33% more likely** to outperform less diverse companies on profitability.



Source: McKinsey & Company, <https://www.mckinsey.com/business-functions/organization/our-insights/delivering-through-diversity>





# The Charter Network: Founding & Second-Round Signatories

## Founding Signatories 首輪簽署機構



## Second-Round Signatories 第二輪簽署機構





# The Charter Network: Third-Round Signatories





# The Charter Network: Third-Round Signatories (Cont'd)



# Charter Progress

**Growing  
signatory network**

**123**

Signatories



**Platforms for networking  
and sharing experiences:**

**5**

**events**



**Learning  
opportunities:**

**25**

**training sessions for  
signatories**



**Growing  
awareness:**

**1,200+**

**participants of panel  
discussions and training**



# Charter Review Highlights



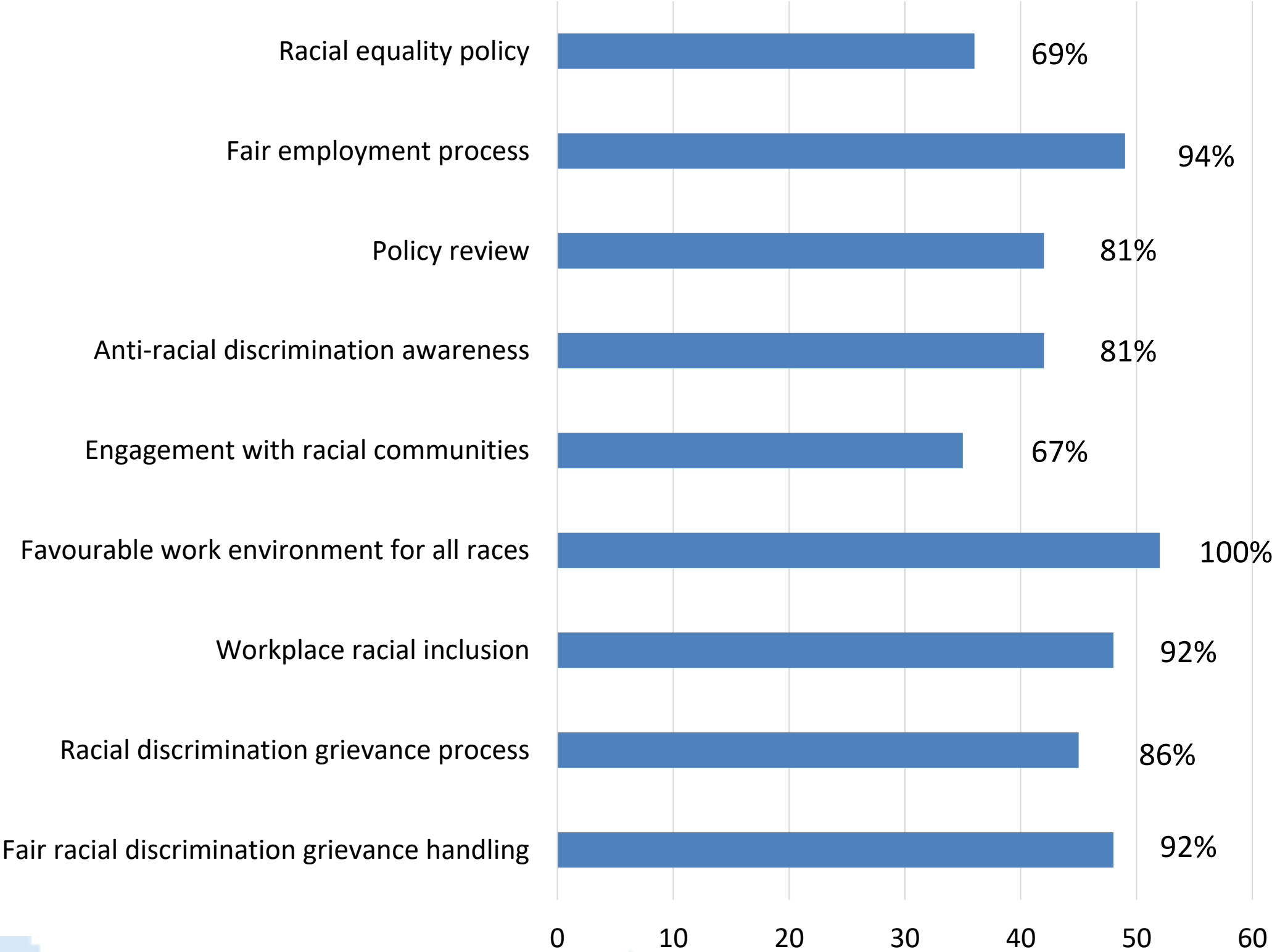
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Signatories

**Completed 1 year and renewed  
commitment to the Charter\***

\*not including signatories joining less than a year ago

## Goal Achievement Rate





# Charter Review Highlight

## Main Challenges



Raising and sustaining staff awareness



Formulating racial D&I policy or best practices

## Looking Forward



Enable signatory companies to further their racial diversity goals by providing opportunities to connect with diverse local talent



Promote best practices on racial D&I by organizing more experience sharing



Introduce an award scheme to acknowledge exemplary employers in racial D&I



Collaborate with signatory companies to ramp up the volume and visibility of racial D&I as an agenda item



# Equal Opportunity Employer Recognition Scheme

## Award Categories

- Equal Opportunity Employer Award (Gender Equality)
- Equal Opportunity Employer Award (Equality for Diverse Abilities)
- Equal Opportunity Employer Award (Family Status Equality)
- Equal Opportunity Employer Award (Racial Equality and Inclusion)

*(Organisations may join any one or all four categories)*

## Outstanding SME Award

## Equal Opportunity Employer Gold Award\*

*(\*Organisations that have excelled in all four categories)*

**Enrolment Deadline: 31 Jan 2021**



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平等機會  
僱主嘉許計劃  
EQUAL OPPORTUNITY  
Employer Recognition Scheme

Equal Opportunities Commission  
25th Anniversary  
平等機會委員會  
25周年



Equal Opportunity Employer  
Recognition Scheme  
平等機會  
僱主嘉許計劃



**Eligibility :**

- Corporations (companies with 100 employees or more in Hong Kong)
- Small and medium enterprises (companies with less than 100 employees)
- Non-governmental organisations and social enterprises
- Public and statutory bodies

**參加資格 :**

- 公司 (在香港擁有100名或以上員工的公司)
- 中小型企業 (僱員少於100人的公司)
- 非政府組織和社會企業
- 公共和法定機構

**Awards and Recognition :**

- Equal Opportunity Employer Award for Gender Equality
- Equal Opportunity Employer Award for Equality for Diverse Abilities
- Equal Opportunity Employer Award for Family Status Equality
- Equal Opportunity Employer Award for Racial Equality and Inclusion

**獎項及嘉許 :**

- 平等機會僱主 (性別平等)
- 平等機會僱主 (傷健平等共融)
- 平等機會僱主 (家庭崗位平等)
- 平等機會僱主 (種族平等共融)

傑出中小企獎  
Equal Opportunity Employer Gold Award

**申請截止日期 :**  
2021年1月31日

**查詢 :**

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**Learn More**

