

**Minutes of the One Hundred and Forty-first Meeting of
The Equal Opportunities Commission
held on 21 March 2024 (Thursday) at 2:30 p.m. in the
Equal Opportunities Commission's Conference Room**

Present

Mr Ricky CHU Man-kin, IDS	Chairperson [C/EOC]
Ms Queenie CHAN Lai-kwan, MH	
Ms Rosanna CHOI Yi-tak	
Miss CHOW Lily	
Dr Theresa CUNANAN	
Mr FONG James Mathew	(via telephone-conferencing)
Dr Sigmund LEUNG Sai-man, BBS, JP	
Mr Vishal MELWANI	
Dr Henry SHIE Wai-hung	
Ms Anna THOMPSON	(via video-conferencing)
Miss Shirley TO Shuk-yi	
Ms Linda TSANG Chi-man	
Mr Gary WONG Chi-him, JP	
Dr Kitty WU Kit-ying, JP	
Dr Ferrick CHU Chung-man	Secretary Executive Director (Operations) [ED/O]

Absent with apologies

Hon Vincent CHENG Wing-shun, MH, JP
Mr Simon LAM Ken-chung
Dr Rizwan ULLAH, MH

In attendance

Mr Ivan LUK Chi-cheung	Executive Director (Enforcement) [ED/E]
Mr Oska LI Kam-hung	Director, Corporate Planning and Services [DCPS]
Mr Tony SIU Kit-hung	Director, Complaint Services [DCS]
Miss Lisa CHAN Kit-ching	Head, Corporate Communications [HCC]
Mr Allan MAN Sui-lun	Chief Legal Counsel [CLC]
Ms Doris TSUI Ue-ting	Head, Policy, Research and Training [HPRT]

Mr John KEUNG Shui-cheung	Acting Chief Equal Opportunities Officer (Services and HR Development) [Ag C(SHRD)]	} For Agenda Item 6 only
Miss Gloria YU Wai-ling	Senior Equal Opportunities Officer, Administration & Personnel [SAP]	
Ms Hollis LING Yin-har	Equal Opportunities Officer, Administration & Personnel [EAP]	

I. Introduction

1. The Chairperson (C/EOC) welcomed all EOC Board Members (Members) to the 141st Meeting. C/EOC informed Members that Ms Anna THOMPSON was joining the meeting via video conference. Mr James FONG would join the meeting via telephone conference at a later time. Apologies for absence were received from Hon Vincent CHENG, Mr Simon LAM and Dr Rizwan ULLAH due to clashes in meeting schedules.

II. Confirmation of Minutes (Agenda Item No. 1)

Confirmation of Minutes of the 140th Meeting on 21 December 2023

2. The draft minutes of the 140th EOC Meeting held on 21 December 2023 were issued to Members on 19 January 2024. No request for amendments was received. Members confirmed the minutes of the 140th EOC Meeting without amendments.

III. Matters Arising (Agenda Item No. 2)

3. There were no matters arising from previous meetings that required Members' attention in this meeting.

IV. New Agenda Items

Review the Work of the EOC in 2023

(EOC Paper No. 1/2024; Agenda Item No. 3)

4. C/EOC invited Members to take note of the information contained in EOC Paper No. 1/2024 which provided a statistical representation of the work of the EOC in 2023 and the conduct of legal assistance court actions (status as at February 2024).

5. CLC provided an update on the case reported in Item 3, Annex 2 to EOC Paper No. 1/2024 in response to a Member's question on the matter.

6. Members noted EOC Paper No. 1/2024.

(Mr James FONG joined the meeting at this juncture.)

Chairperson's Quarterly Report

(EOC Paper No. 2/2024; Agenda Item No. 4)

7. C/EOC highlighted the important work done during the period from December 2023 to February 2024 as contained in EOC Paper No. 2/2024. He added that the EOC had already initiated the work along the strategic priorities for the coming three years.

8. Members noted that the Universal Design Award Scheme (UDAS) 2024/25 had been rolled out in December 2023 to advocate for an inclusive environment. Companies and organisations being the owners, building managers or occupiers of premises situated in Hong Kong would be welcome to join the UDAS 2024/25 to showcase their good practices in providing an accessible environment. To

introduce the details of the UDAS and invite applications, the first briefing session was held in hybrid mode on 23 January 2024 and joined by over 80 participants. The UDAS was opened for application from 1 February to 15 April 2024.

9. Regarding the follow-up work on research studies released, Members noted that a letter to the Secretary for Education was sent in August 2023 to convey the major findings of the “*Study on Effective Strategies to Facilitate School-to-work Transition of Young Persons with Disabilities in Hong Kong*” and “*Study on Challenges, Effective Policies, and Best Practices of Ordinary Schools in Educating Students with Special Educational Needs in Hong Kong*” and to propose school-related recommendations to the Education Bureau (EDB) and the University Grant Committee (UGC). In October 2023, EDB replied to the Commission with a letter taking note of the EOC’s recommendations, and assisted in relaying relevant recommendations to UGC for reference. EDB reiterated that they would continue to review and enhance the measures for supporting students with special educational needs.

10. On the promotion of good family-friendly employment practices and digital accessibility in Hong Kong, Members noted that on 19 January 2024, C/EOC delivered opening remarks to address the importance of FFEPs in the Seminar on Promoting Family-friendly Employment Practices (FFEPs) which was organised with a view to promoting good practices adopted by reputable organisations in the public, private and non-profit sectors. On 7 November 2023, ED/O participated in an advertorial interview organised by the Hong Kong Internet Registration Corporation Limited. The theme of the interview was promoting digital accessibility in Hong Kong. It aimed to raise awareness about the crucial role of digital accessibility in creating a sustainable and inclusive society in Hong Kong. The advertorial was published in Sustainability TIMES on 21 December 2023.

11. On EOC’s work to combat sexual harassment, details could be found in paragraphs 26 to 31 of the paper. Members noted that the EOC had proposed legislative amendments to the Government on outlawing harassment between

persons residing in the same building and residential care homes under the Sex Discrimination Ordinance to provide better protection from sexual harassment.

12. On EOC's work to promote equal opportunities for the racially disadvantaged population, Members noted that the list of signatories of the Racial Diversity and Inclusion Charter for Employers had grown to 410. Sharing of good workplace practices among Charter signatories had been encouraged through diverse channels. Details of the various work of the Ethnic Minorities Unit to promote racial inclusion were contained in paragraphs 35 to 40 of the paper.

13. Members noted EOC Paper No. 2/2024.

Reports of the Legal & Complaints Committee, Community Participation & Publicity Committee, Policy, Research & Training Committee and Administration & Finance Committee

(EOC Paper No. 3/2024; Agenda Item No. 5)

14. EOC Paper No. 3/2024 presented the important matters raised and decisions made at the recent meetings of the four committees held during the period from December 2023 to February 2024.

15. Members noted EOC Paper No. 3/2024.

Progress Update on the EOC Strategic Plan for 2020 - 2023

(EOC Paper No. 4/2024; Agenda Item No. 6)

16. EOC Paper No. 4/2024 provided updates on the implementation progress of the EOC's Strategic Plan 2020 – 2023 for the period between early 2023 and end February 2024.

17. Ag C(SHRD) said that since the lifting of social distancing measures and the return to normalcy, the Commission had made significant progress in advancing its planned initiatives. In addition, the Commission had maintained the momentum to fully implement its three-pronged approach of enforcement, prevention and education to address discrimination and inequality in the community. The achievements made towards the promulgated work priorities of the respective goals during the reporting period were summarised in the annual update. The efforts focused on dismantling prejudice, facilitating redress for discrimination, and promoting values of equality, diversity and inclusion.

18. A Member would like to be provided with additional information regarding item 9a in the Appendix to EOC Paper No. 4/2024 to facilitate the follow-up work with the Education Bureau about Chinese learning among EM students. Ag C(SHRD) said that the information would be provided after the meeting.

[Post-meeting note: The requested information was provided to all Members via email sent on 9 April 2024.]

19. Members noted EOC Paper No. 4/2024.

V. Any Other Business

EOC's Racial D&I Sports Day on 21 April 2024

20. ED/O invited Members to join the opening ceremony of the EOC's Racial D&I Sports Day which would be held on 21 April 2024 at Lee Shau Kee Complex of The Hang Seng University of Hong Kong. Members noted that the Deputy Chief Secretary for Administration, as the Guest-of-Honour, would give an opening remarks and officiate the invitational dodgeball tournament. The invitational tournament would be participated by a number of athletes, artists, non-

Chinese representatives from disciplinary forces and four EOC Members, i.e. The Hon Vincent CHENG, Dr Theresa CUNANAN, Dr Rizwan ULLAH and Mr Gary WONG. C/EOC said an invitation email, together with the programme rundown, would be sent to Members after the meeting. He encouraged Members to join the event if timewise available.

[Post-meeting note: The invitation email enclosed with the details of the event was sent to Members on 26 March 2024.]

EOC's Annual Gathering cum Bidding Farewell to the Chairperson

21. DCPS said EOC's Annual Gathering cum Bidding Farewell to the Chairperson would be held on 22 March 2024. EOC Members, who had already confirmed their attendance, were invited to arrive at the venue before 12:30 pm. In addition to the luncheon, the programme of the event included staff performances and a lucky draw.

22. C/EOC expressed gratitude to Members for their zealous support provided to advance the work of the EOC. He remarked that over the past few years, the EOC board had been an unfailing powerhouse to spearhead the Commission to sail through, even in difficult times. With the implementation of new initiatives guided by Members, the EOC had gained increasing prominence in advancing equality for all across the community. In addition, he thanked the Government for the endorsement and financial support in implementing EOC's new management structure in 2020, enabling the EOC to effectively enforce and advocate the anti-discrimination ordinances by way of a victim-centric approach. He said that his experience working with the EOC had been most memorable and delightful.

Vote of Thanks

23. Dr Henry SHIE initiated and Members unanimously agreed to record a vote of thanks to the Chairperson. Dr Henry SHIE, Convener of Legal & Complaints Committee, Dr Sigmund LEUNG, Convener of Administration & Finance Committee and Mr Gary WONG, Convener of Community Participation & Publicity Committee took turns to express their gratitude for the Chairperson's dedication, leadership, and open-mindedness. They also highlighted the significant achievements over the past five years, including the implementation of EOC's new management structure, establishment of the Anti-Sexual Harassment Unit, completion of the Value for Money Audit by the Audit Commission, launching of the Equal Opportunity Youth Ambassador Scheme and organisation of the National Studies Course in Beijing.

24. C/EOC thanked Members once again for their positive feedback and support over the past five years. He affirmed that the EOC would continue its advocacy for the implementation of universal design to enhance accessibility for all, and empower young people to thrive on equal opportunities initiatives. He envisioned that the EOC, as a robust and credible organisation, would continue charting successes at new heights. Furthermore, he encouraged the EOC to continue to maintain its objectivity and impartiality to help transform Hong Kong into a diverse and inclusive city.

25. There being no other business, the Meeting was adjourned at 3:25 pm.

VI. Date of Next Meeting

26. The next regular EOC Meeting was scheduled for **20 June 2024 (Thursday)**
at 2:30 p.m.

Equal Opportunities Commission
April 2024