

**Minutes of the One Hundred and Forty-second Meeting of  
The Equal Opportunities Commission  
held on 20 June 2024 (Thursday) at 2:30 p.m. in the  
Equal Opportunities Commission's Conference Room**

**Present**

Ms Linda LAM Mei-sau, SBS	Chairperson [C/EOC]
Ms Queenie CHAN Lai-kwan, MH	
Hon Vincent CHENG Wing-shun, MH, JP	(via video-conferencing)
Ms Rosanna CHOI Yi-tak, MH	
Miss CHOW Lily	
Mr FONG James Mathew	
Mr Simon LAM Ken-chung	
Mr Vishal MELWANI	
Dr Henry SHIE Wai-hung, MH	
Ms Anna THOMPSON	(via video-conferencing)
Miss Shirley TO Shuk-yi	
Ms Linda TSANG Chi-man	
Dr Rizwan ULLAH, MH	
Mr Gary WONG Chi-him, MH, JP	
Dr Vincent WONG Wai-lun	
Dr Kitty WU Kit-ying, JP	
Dr Ferrick CHU Chung-man	Secretary Executive Director (Operations) [ED/O]

**Absent with apologies**

Dr Theresa CUNANAN

**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]

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. Ms Linda LAM Mei-sau, the new Chairperson (C/EOC) welcomed all EOC Board Members (Members) to the 142<sup>nd</sup> Meeting, in particular, Dr Vincent WONG who newly joined the EOC and attended the meeting for the first time. C/EOC informed Members that Dr Henry SHIE, Mr Gary WONG, and Dr Rizwan ULLAH would join the meeting shortly. The Hon Vincent CHENG and Ms Anna THOMPSON were joining the meeting via video conference and The Hon Vincent CHENG would leave the meeting at around 3:30 pm. Apology for absence was received from Dr Theresa CUNANAN due to clashes of meeting schedules.

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

### **Confirmation of Minutes of the 141<sup>st</sup> Meeting on 21 March 2024**

2. The draft minutes of the 141<sup>st</sup> EOC Meeting held on 21 March 2024 were issued to Members on 10 April 2024. No request for amendments was received. Members confirmed the minutes of the 141<sup>st</sup> 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.

*(Mr Gary WONG and Dr Rizwan ULLAH joined the meeting at this juncture.)*

**IV. New Agenda Items**

**Chairperson’s Quarterly Report**

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

4. EOC Paper No. 5/2024 contained the important work done of the Chairperson during the period from March to May 2024. C/EOC highlighted five major areas as contained in the paper for Members’ information.

**Assumption of Office of the EOC Chairperson and Appointment/Reappointment of EOC Board Members**

5. Members noted that since taking up of her role as the EOC Chairperson on 11 April 2024, C/EOC had engaged with the media and members of the public through various channels to widely communicate her aspirations for the work of the EOC. In the meantime, Dr Vincent WONG had been appointed and Mr Simon LAM had been reappointed by the Chief Executive of the Hong Kong Special Administrative Region as Members of the EOC, and Dr Sigmund LEUNG had retired from the EOC after six years’ dedicated service.

**Promoting Equal Opportunities for Persons with Disabilities (PWDs)**

6. Members noted that the Universal Design Award Scheme (UDAS) 2024/25 had attracted about 270 applications during its application period from 1 February to 15 April 2024. The random site audits had been kick started in May 2024 to verify Universal Design provisions in different premises.

7. In the light of the media report about the accessible arrangements for wheelchair users to visit the “teamLab: Continuous” exhibition at Tamar Park,

Members noted that, on 28 March 2024, ED/O and EOC's Universal Design Project Team members met with the representatives of the Leisure and Cultural Services Department onsite at Tamar Park to discuss about inclusive measures to ensure wheelchair users could also enjoy accessible visiting experience on the condition of safety.

8. On 9 May 2024, the EOC released the new "Guide Dogs: A Practical Guide" (the Guide), to enhance public awareness and foster greater acceptance of guide dog users and guide dogs. In view of the discrimination and unfriendly treatment encountered by various guide dog users and the lack of understanding among service providers regarding the rights of persons with disabilities in using guide dogs, the Guide had included practical tips for stakeholders in different sectors, with a view to protecting the rights of guide dog users in various public domains.

### **Anti-Sexual Harassment Campaign**

9. Members were recapped that the EOC had established a dedicated Anti-Sexual Harassment Unit (ASHU) in November 2020 and launched an Anti-Sexual Harassment Hotline (Anti-SH Hotline) to the public in January 2021. An Anti-Sexual Harassment Resource Platform, COMPASS, providing practical resources on anti-sexual harassment was also made available on the net subsequently. During January to April 2024, ASHU had handled 183 enquiries relating to sexual harassment. Many of the enquirers were potential complainants (about 51%), and the remainder included employers and human resources practitioners (about 22%) and bystanders such as potential witnesses, friends and family (about 8%).

### **Promoting Equal Opportunities for Racially Disadvantaged Population**

10. About the work to promote equal opportunities for the racially disadvantaged population, Members noted that the Racial Diversity & Inclusion Charter for Employers (the Charter) network had expanded to more than 430 organisations. In addition to renowned and large companies/organisations from

various sectors including the construction industry, the number of signatories from SMEs and local firms had also been growing steadily.

11. Members noted that two briefing sessions were conducted in March 2024 to support 50 new signatories in advancing racial equality and inclusion within their workplaces. The sessions featured a moderated conversation with some earlier signatories which shared best practices and lots of tips on how to get started on the racial diversity and inclusion journey.

12. As regards the EOC's Racial Diversity & Inclusion Sports Day, Members noted that it had been successfully held on 21 April 2024 in the Hang Seng University to celebrate the 15<sup>th</sup> Anniversary of the Implementation of the Race Discrimination Ordinance with over 300 participants. C/EOC thanked Dr Rizwan ULLAH, Dr Henry SHIE, The Hon Vincent CHENG, Mr Gary WONG and Dr Theresa CUNANAN for their participation and being the multi-racial guest team members for the invitational dodgeball game at the start of the event. The event had been widely covered by 26 media outlets in a positive light.

### **Commissioned Research Projects and Funding Programmes**

13. Members noted that four commissioned research projects had been underway, i.e. "Study on Breastfeeding at Publicly Accessible Premises in Hong Kong", "Study on Improving Social Wellbeing of Ethnic Minorities in Hong Kong through Ameliorating the Digital Divide", "Study on Gender Perspectives in Public Transport", and "Study on Effective Policies and Measures to Support Caregivers of Persons with Mental Illness".

14. Members also noted that the Funding Programme of Research Projects on Equal Opportunities 2020/21 had been completed. The evaluation report had already been submitted to the Constitutional and Mainland Affairs Bureau (CMAB) in September 2023. For the 2023-24 Community Participation Funding Programme on Equal Opportunities, the Community Participation & Publicity

Committee had already endorsed a total of 13 projects.

15. On ways to further help advance EOC's work, Members provided practical suggestions including building systematic connections with government departments/bureaux and organisers of mega events with a view to raising their awareness of incorporating EO concepts in the events' planning stage, advocating adoption of EO concepts as a selection criterion for contractors; sharing of best practices and success stories gathered from the signatories of the Racial Diversity & Inclusion Charter for Employers; providing regular EO training to civil servants; adopting the concept of "recovery" and the related terminology when updating future guidelines to ward off stigmatization and labelling of persons having mental health needs; and channeling through the Charter network, particularly SMEs to further promote anti-sexual harassment awareness.

*(The Hon Vincent CHENG left the meeting at this juncture.)*

16. C/EOC thanked Members for their suggestions. On provision of regular EO training to civil servants, ED/O said that the EOC had been delivering regular sessions for them. Yet, in view of their diverse work backgrounds, the training content could not be tailored to their specific jobs responsibilities. He opined that a more effective approach was to build up an EOC's profile on specific areas, so that the EOC would be the go-to resource hub for stakeholders seeking the relevant resources.

17. Members noted EOC Paper No. 5/2024.

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

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

18. EOC Paper No. 6/2024 presented the important matters raised and decisions

made at the recent meetings of the four committees held during the period from April to May 2024.

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

**V. Any Other Business**

**Follow-up Work with the Education Bureau about Chinese Learning among EM Students**

20. A Member expressed deep appreciation for being provided with detailed information regarding the Education Bureau's (EDB) responses to the recommendations made in the "Closing the Gap" Report of the Working Group on Education for Ethnic Minorities (the Report) after the last meeting. In response to his comment and suggestion, Dr Rizwan ULLAH, the Convener of the Policy, Research and Training Committee (PRTC), said the Ethnic Minorities Unit (EMU) would follow up on the recommendations made in the Report with the EDB through regular meetings and correspondence. In addition, the recommendations and their progress updates would be reported and revisited in the PRTC meetings. C/EOC agreed that the EMU would provide updates on the progress when they were available.

*(Dr Henry SHIE joined the meeting at this juncture.)*

**Policy Initiatives of the EOC**

21. A Member suggested that the EOC to revisit its policy initiatives with a view to expediting its advocacy process. C/EOC appreciated the Member's suggestion and indicated that she had been reviewing the initiatives. ED/O added

that the EOC always hoped its policy submissions would be swiftly agreed to and put into implementation in a short span of time. From experience in the past, a policy change nonetheless might take around 10 years to surface and materialise. For instance, the establishment of special education needs coordinators in schools had taken about 10 years from proposal to implementation. Also, the EOC's earlier proposal to retitle "sex education" to "sexuality education" was still under the Government's consideration after several years of advocacy work.

22. After discussion, the Meeting considered that a separate forum could be arranged for specific discussion on how best to further take forward various policy initiatives. Besides, the EOC could leverage different avenues to voice its policy recommendations, including the Chief Executive Policy Address consultation sessions. Engaging a broader range of stakeholders was also deemed potentially helpful in facilitating progress on policy changes. C/EOC expressed gratitude for Members' suggestions and agreed that the EOC would explore the feasibility of participating in future policy address consultation sessions.

### **Collective Responsibility and External Relations**

23. C/EOC warmly reminded Members to note the important pointers in relation to collective responsibility and external relations as stated in paragraphs 15.2 and 15.4 respectively in the "Procedures for Meeting and Related Matters". In gist, EOC Members would be expected to support and take collective responsibility for a decision of the Commission once it was made in accordance with proper rules and procedures. Also, the EOC Chairperson would normally be the spokesperson for the Commission. Save for being invited to participate in media briefings on specific subjects, Members should refrain from expressing personal views on EOC matters in public. All media enquiries should be directed to the Corporate Communications Division for handling.



**Steering Committee for the 15<sup>th</sup> Anniversary Celebrations on the Implementation of the Race Discrimination Ordinance**

24. ED/O said with 2024 marking the 15<sup>th</sup> anniversary of the coming into force of the Race Discrimination Ordinance, the EOC had kicked off celebrations for this important milestone and had been organising a series of initiatives to highlight the value of racial diversity and inclusion to the city. To guide and support the work of the Ethnic Minorities Unit, ED/O informed Members that the Race Discrimination Ordinance 15<sup>th</sup> Anniversary Celebrations (RDO 15A Celebrations) Steering Committee (the Steering Committee) would be set up. The Steering Committee would meet around six to eight times during the 18-month tenure. In addition to advise on the plan and implementation of RDO 15A Celebrations, the Steering Committee members would carry out functional roles, including officiating the events and adjudicating in award schemes. ED/O cordially invited Members to join the Steering Committee and indicated that an invitation email, together with the terms of reference of the Steering Committee, would be sent to Members after the meeting.

[Post-meeting note: The invitation email enclosed with the terms of reference of the Steering Committee was sent to Members on 21 June 2024.]

25. There being no other business, the Meeting was adjourned at 4:00 pm.

**VI. Date of Next Meeting**

26. The next regular EOC Meeting was scheduled for **19 September 2024 (Thursday) at 2:30 p.m.**

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*Equal Opportunities Commission*  
*July 2024*