

**Minutes of the One Hundred and Forty-fifth Meeting of
The Equal Opportunities Commission
held on 20 March 2025 (Thursday) at 2:30pm in the
Equal Opportunities Commission's Conference Room**

Present

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

Absent with apologies

Mr Gary WONG Chi-him, MH, JP

In attendance

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

Mr Raymond HO Wing-keung	Senior Equal Opportunities Officer, Ethnic Minorities Unit [SEOO(EMU)]
Ms Susana SOO	Senior Equal Opportunities Officer, Anti-Sexual Harassment Unit [SEOO(ASHU)]
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 145th Meeting. C/EOC informed Members that The Hon Vincent CHENG, Mr James FONG, Dr Rizwan ULLAH and Dr Vincent WONG had joined the meeting via video conference. Ms Queenie CHAN would also be joining the meeting via video conference. An apology for absence was received from Mr Gary WONG due to urgent business out of town.

(Ms Rosanna CHOI, Miss Lily CHOW and Ms Anna THOMPSON joined the meeting at this juncture.)

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

Confirmation of Minutes of the 144th Meeting on 19 December 2024

2. The draft minutes of the 144th EOC Meeting held on 19 December 2024 were issued to Members on 16 January 2025. Proposed amendments to paragraph 18 were received. The draft minutes were then revised and issued to Members again on 13 March 2025. No request for further amendments was received.

Members confirmed the revised minutes of the 144th EOC Meeting issued on 13 March 2025 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 of Work of the EOC in 2024

(EOC Paper No. 1/2025; Agenda Item No. 3)

4. EOC Paper No. 1/2025 provided a statistical representation of the work of the EOC in 2024 and the conduct of legal assistance court actions (status as of February 2025).

5. Members noted EOC Paper No. 1/2025.

Chairperson's Quarterly Report

(EOC Paper No. 2/2025; Agenda Item No. 4)

6. EOC Paper No. 2/2025 contained the important work done by the EOC for the period from December 2024 to February 2025. C/EOC highlighted four key areas as presented in the paper for Members' information.

A. Court Proceedings

7. Members noted that on 28 November 2024, the District Court handed down

a judgment on the assessment of damages in a disability discrimination case (DCEO 3/2024). In this case, a Customer Service Officer at a piano learning centre (the Claimant) was dismissed by her employer (the Respondent) on the ground of her disability and related sick leave during her probation period, constituting an unlawful disability discrimination act under the Disability Discrimination Ordinance (DDO). According to the judgment, the Respondent was ordered to pay the Claimant a sum of HK\$143,000 for injury to feelings and loss of income.

8. Members also noted that on 6 December 2024, the EOC issued legal proceedings under the Sex Discrimination Ordinance (SDO) and the Race Discrimination Ordinance (RDO) in the District Court on behalf of a Bangladeshi female (the Claimant). The litigation was still in progress. Updates on the decision of the court would be provided to Members when available.

9. On 14 February 2025, the District Court handed down a judgment on a sexual harassment claim (DCEO 4/2023) and held that a foreign domestic helper (the Claimant) was unlawfully sexually harassed by her former employer (the Respondent) under the SDO. The Court ordered the Respondent to pay the Claimant a total compensation of HK\$182,387.30 for injury to feelings, exemplary damages and loss of income.

B. Promoting Equal Opportunities for Persons with Disabilities (PWDs)

10. One of the key work priorities of the EOC in promoting equal opportunities for PWDs was to encourage greater adoption of Universal Design (UD) in the community. In light of the recent incident in which a Paralympian was denied entry to a restaurant, the EOC had taken steps to educate the catering industry about the right of PWDs to access different premises. Executive Director (Operations), Head (Policy, Research and Training) and the UD Team conducted briefings for two restaurants and three catering associations, including the Institute of Dining Professionals, Association of Restaurant Managers and the Association for Hong

Kong Catering Services Management between November 2024 and January 2025. Representatives of the EOC provided an overview of the four anti-discrimination ordinances, discussed the legal liabilities of unlawful discrimination, and shared practical tips from the “How to Support Persons with Disabilities: Practical Guide on Universal Design for Catering Services” to promote accessible catering services.

11. The UD Team, together with the Training Team of the Policy, Research and Training Division, also delivered a sharing session on 20 February 2025 for the Tripartite Committee Meeting on Catering Industry, which was organised by the Labour Department. The Tripartite Committee serves as a forum for representatives of employers, employees and the Government to discuss issues of common concerns in the industry. During the meeting, an overview of the DDO and practical tips regarding both the physical environment and the provision of services were shared, with a view to promoting an accessible dining experience. Over 30 representatives from major employer associations, trade unions and enterprises of the catering industry attended the meeting. To continue the promotion of universal design, the EOC had invited Miss HO Yuen Kei, a gold medalist in boccia in the 2024 Paris Paralympic Games, to film a short video to raise public awareness and encourage the development of an inclusive society for all. In addition, following the success of the first Universal Design Award Scheme last year, the EOC has been making plans to organise the second award scheme this year to further increase the understanding and adoption of UD. Members would be updated in due course.

C. Anti-Sexual Harassment Campaign

12. Members noted that the Anti-Sexual Harassment Unit (ASHU) hosted a meeting, titled “Collaborative Sharing Session on Combating Campus Sexual Harassment”, on 15 January 2025 in the EOC’s Office with representatives from the offices concerning equal opportunities, student affairs and activities, campus and residential life of all eight universities funded by the University Grants Committee (UGC). This meeting provided a platform for the eight UGC-funded

universities to share their experiences in addressing sexual harassment during the last summer period. The objective was to help the universities strategise and adopt enhanced measures for the upcoming orientation programmes in 2025.

13. After conducting a number of public education workshops on raising awareness of sexual harassment for corporates in 2024, the ASHU offered a complimentary policy review service to about 80 of the participating corporates in December 2024 to encourage these employers to establish or review their internal anti-sexual harassment policy or relevant procedures on prevention of sexual harassment in the workplace.

14. To respond to the public's concern on the recent incidents of sexual harassment happened in the workplace of the food and beverage industry, the ASHU reached out to nine associations or federations in the catering, hotel and hospitality sectors in January 2025, and invited them to co-host seminars or other suitable activities for their members on tackling sexual harassment at work. Some organisations had expressed an interest in collaborating on events for their members or distributing promotional materials to their network. The ASHU would follow up with these organisations on the next step.

15. To promote public awareness and education on creating sexual harassment-free environment where everyone feels secure and respected, the ASHU would launch an event, namely, "Safe Spaces For All" Anti-Sexual Harassment 60-Second Video Contest in March 2025. The contest encourages creative storytelling to emphasise the importance of zero tolerance for sexual harassment, empowering individuals to contribute to safer communities. The deadline of video submission would be 5 May 2025, followed by a public online voting for the finalist entries in late May. The award presentation ceremony would be held on 17 July 2025 in the EOC's Office.

D. Promoting Equal Opportunities for Racially Disadvantaged Population

16. The Racial Diversity and Inclusion Charter for Employers (the Charter) network had expanded beyond 500 signatories. To mark the 6th anniversary of the Charter and celebrate the 500-signatory milestone, a reception was successfully held on 29 November 2024. The EOC also took the opportunity to roll out the inaugural Racial Diversity & Inclusion Employers Award, which aimed at recognising good practices through three categories of awards, namely the Racial Equity in Hiring Award, the Inclusive Workplace Award and the Community Engagement Award. Application for the awards would be open until 31 March 2025.

17. The Ethnic Minorities Unit (EMU) made a submission in response to the 2024 Policy Address public consultation and highlighted the need for enhancing Chinese language education and career guidance for non-Chinese speaking (NCS) students. A follow-up letter was also sent to the Education Bureau (EDB) in December 2024 and a reply had just been received.

18. On the prevention of racial discrimination and harassment in schools, Members noted that 160 schools had enrolled under the 2024/25 Racially Friendly Campus Recognition Scheme. The EMU also invited nominations for the Racially Friendly Campus Activity Award of the Year, which aimed at showcasing creative and innovative campus activities to promote racial inclusion among students.

19. Regarding the reply from the EDB mentioned in paragraph 17, a Member asked that the reply be circulated to all Members. He noted the information and statistics provided by EDB that there was a high concentration of NCS students in schools, making it difficult for them to learn Chinese from the school environment; and there was a significant decrease in the number of NCS students taking the Chinese language examination in the Hong Kong Diploma of Secondary Education Examination (HKDSE). He appreciated the EOC's submission made to the Government on enhancing Chinese language education for NCS students and that the Government had put in extensive resources to support NCS students to learn

Chinese. Nevertheless, there still left much to be done. SEOO(EMU) supplemented that the EDB would explore the introduction of assessment differentiation in the HKDSE Chinese language examination. Also, its longitudinal study on the Chinese learning of primary NCS students would be completed in Q3/2025. C/EOC echoed the Member's view about the effectiveness of the Government's measures to help NCS students learn Chinese. She said the EOC would prepare a response to EDB and reiterate the need for EDB to seriously consider the suggestions provided in the EOC's earlier submission. SEOO(EMU) would provide a summary of EDB's reply to Members for reference.

20. Members noted EOC Paper No. 2/2025.

Progress Update on the EOC Strategic Plan for 2024-26

(EOC Paper No. 3/2025; Agenda Item No. 5)

21. EOC Paper No. 3/2025 provided an update to Members on the progress made in implementing the EOC's Strategic Plan 2024-26 during the reporting period from January 2024 to the end of February 2025.

22. Members noted EOC Paper No. 3/2025.

EOC's 30th Anniversary Campaign

(EOC Paper No. 5/2025; Agenda Item No. 6)

23. DCPS led Members through EOC Paper No. 5/2025, which provided details on the planning for the 30th anniversary campaign of the EOC, including the objectives, approach, timeline, target audience and the campaign components.

(Ms Queenie CHAN joined the meeting via video-conferencing at this juncture.)

24. Members noted that the EOC, which came into operation on 20 May 1996, would reach its 30th anniversary in May 2026. The milestone provided a valuable opportunity to raise awareness of the EOC's work, promote the Commission's values and vision, as well as engage and strengthen relationships with stakeholders and the community at large. All these would serve to build positive perception of the EOC and elevate the Commission's corporate image.

25. Members also noted that the EOC planned to launch a thematic campaign to capture the promotional and engagement opportunities offered by the 30th anniversary. The campaign would focus on education and participation rather than celebrations. The objectives of the campaign would be:

- (a) Showcase to Hong Kong citizens the EOC's unwavering commitment to combating discrimination and building a diverse and inclusive society with equal opportunities for all;
- (b) Enhance public knowledge of the anti-discrimination ordinances and the work of the EOC; and
- (c) Express appreciation to those who support the EOC along the way, build rapport with the community and foster relations with stakeholders.

26. To achieve the objectives mentioned above, the 30th anniversary campaign would run from September 2025, which marked the 30th anniversary of the passage and enactment of the Sex Discrimination Ordinance – Hong Kong's first anti-discrimination ordinance – until the end of 2026.

27. Members noted that the EOC would adopt an integrated communications and publicity approach, leveraging traditional, online and social media channels to maximise the reach and impact of the campaign. The Corporate Communications Division (CCD) had already planned for the production of TV and radio APIs (announcement in the public interest), micro films and MTR advertisement in 2025-26, by deploying the unused budget of 2024-25. The proposed publicity items, as included in the Work Plan on Community Participation and Publicity

2025-26, had been endorsed by the Community Participation and Publicity Committee in February 2025.

28. In addition, the EOC would make use of its social media platforms, namely the Instagram, Facebook and LinkedIn pages, to run special promotions, such as fun games, challenges or hashtag campaigns. These promotions would invite users to interact and share their experiences, and create authentic user-generated content, helping to amplify the impact and expand the EOC's reach.

29. To align communications, a central theme would be devised for the 30th anniversary campaign, with a tagline and a logo designed for it so as to create a strong brand identity. Furthermore, a host of events and activities engaging stakeholders and community members had already been lined up in the latter part of 2025 and throughout 2026 by different divisions and units, as part of their ongoing work. For the wider community, the EOC would harness the collective energy, passion and commitment to equal opportunities among community members through different programmes, such as the Equal Opportunity Youth Ambassador Scheme, the Equal Opportunity Cup Debate Competition and other competitions and activities. As part of the Work Plan on Community Participation and Publicity 2025-26, CCD had earmarked a certain budget for stakeholder engagement initiatives and development of promotional items, and for social media and online promotions related to the 30th anniversary. Separately, the Policy, Research and Training Division (PRTD) had also set aside a certain budget for initiatives related to the 30th anniversary. Among the possible activities are staging roving exhibition, organising a community carnival and hosting a seminar. Feasibility of each of these initiatives would be explored and the detailed plans, once available, would be presented to the respective Committees for consideration.

30. To add personal touch to the campaign and connect with the public, the EOC would invite people from different walks of life, including previous and current EOC Chairpersons and Members, partners, service users and staff members,

to share their stories and experiences of the EOC either in textual or electronic formats.

31. Members noted that the tentative budget of the 30th anniversary campaign, which comprised the allocation out of CCD and PRTD's 2024-25 and 2025-26 budget, as set out in the Annex to EOC Paper No. 5/2025. DCPS stressed that the EOC would carefully control the expenses of the campaign. Instead of organising anniversary celebrations, the EOC would leverage on and reinforce the existing ongoing programmes and activities where suitable. Also, a cross-functional working group comprising representatives from different divisions and units would be set up within the EOC to coordinate the work on the 30th anniversary campaign. Regular reports would be made to C/EOC and senior management, and updates would be provided to the EOC Board as and when necessary.

32. C/EOC highlighted that the 30th anniversary campaign was about boosting knowledge of anti-discrimination ordinances and the work of the EOC for stakeholders and community members.

33. Members expressed their support to the launch of the EOC's 30th anniversary campaign. They appreciated the EOC for focusing on public education instead of celebration as the main theme of the campaign. A Member suggested that major work milestones of the EOC in the past 30 years could be highlighted in the campaign to serve as official record of achievements. Another Member seconded this idea as it would help to track and trace EOC's successes. DCPS thanked Members for their suggestion and added that the production of micro films, as part of the publicity work in the campaign, would feature significant and representative discrimination cases handled by the EOC, to bring out their influences on the society.

34. A Member suggested that a writing competition be organised under the campaign, inviting the public to reminisce the positive impacts brought about by the EOC over the years. Another Member said reviewing the EOC's

contributions and achievements for the past 30 years would make the campaign more meaningful. C/EOC thanked Members for their suggestions and views, and said that updates would be provided to Members as and when necessary.

35. Members noted EOC Paper No. 5/2025.

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

(EOC Paper No. 4/2025; Agenda Item No. 7)

36. EOC Paper No. 4/2025 reported to Members on the important matters raised and decisions made at the recent meetings of the four committees held during the period from December 2024 to February 2025.

37. Members noted EOC Paper No. 4/2025.

V. Any Other Business

Invitation for Meeting from the Guangdong Disabled Persons' Federation (GDDPF)

38. C/EOC said a letter seeking Member's approval for C/EOC and the senior management to have a meeting with GDDPF, scheduled for 25 March 2025 in Guangzhou, had been sent to Members on 19 March 2025. The meeting was about promoting the rights and welfare of people with disabilities in the Greater Bay Area. She invited Members to indicate their approval by replying to the secretariat on or before 21 March 2025.

[Post-meeting note: Members unanimously granted the approval on 21 March 2025]

for C/EOC and the senior management to have a meeting with GDDPF on 25 March 2025 in Guangzhou.]

Vote of Thanks to Retiring Members

39. C/EOC extended a vote of thanks to The Hon Vincent CHENG, Dr Henry SHIE, Ms Anna THOMPSON, Dr Rizwan ULLAH and Mr Gary WONG, who had been serving in the EOC Board for six to eight years and might soon retire. C/EOC expressed gratitude for their invaluable contributions and steadfast support to the work of the EOC over the years. She was confident that they would continue to promote equal opportunities and inclusive culture with the EOC in their many other roles, and join the EOC in the upcoming 30th anniversary activities.

Safe Spaces For All: Anti-Sexual Harassment 60-Second Video Contest (the Contest)

40. SEOO(ASHU) invited Members to join the judging panel for the Contest which had already been open for applications until 5 May 2025. Aiming at promoting public awareness and education on creating sexual harassment-free environments where everyone feels secure and respected, the Contest encourages creative storytelling from members of the public to emphasise the importance of zero tolerance for sexual harassment, empowering individuals to contribute to safe communities. After the submission deadline, the judges would be invited to review and assess a total of 18 shortlisted videos from 22 May to 1 June 2025. An invitation email with more details about the Contest would be sent to Members soon.

[Post-meeting note: The invitation email was sent to Members on 21 March 2025.]

Survey on “Preventive Measures against Workplace Sexual Harassment”

41. SEOO(ASHU) invited Members to share the online questionnaire survey,

“Preventive Measures against Workplace Sexual Harassment”, with their business network and connections. The survey aims at gaining a deeper understanding of the progress made in implementing anti-sexual harassment measures in workplaces and the challenges faced by corporations. The insights garnered from this survey would enable the EOC to offer more tailored support to corporations in combating sexual harassment and fostering a safe and inclusive work environment. The survey would be open for completion until 30 June 2025. SEOO(ASHU) would provide Members with more details about the survey via email.

[Post-meeting note: Details of the survey were sent to Members via email on 28 March 2025.]

42. There being no other business, the Meeting was adjourned at 3:10pm.

VI. Date of Next Meeting

43. The next regular EOC Meeting was scheduled for **19 June 2025 (Thursday)** at 2:30pm.

Equal Opportunities Commission
April 2025