

**Minutes of the One Hundred and Forty-sixth Meeting of
The Equal Opportunities Commission
held on 19 June 2025 (Thursday) at 2:30pm in the
Equal Opportunities Commission's Conference Room**

Present

Ms Linda LAM Mei-sau, SBS	Chairperson [C/EOC]
Dr the Hon Eliza C. H. CHAN, GBS, JP	
Ms Queenie CHAN Lai-kwan, MH	
Miss CHOW Lily	
Dr Theresa CUNANAN	
Mr FONG James Mathew	(via video-conferencing)
Ms Aruna GURUNG	
Revd Canon the Hon Peter Douglas KOON Ho-ming, SBS, JP	
Mr Simon LAM Ken-chung	
Dr Jennifer LUI Wai-cheung	
Mr Vishal MELWANI	
Miss Shirley TO Shuk-yi	
Ms Linda TSANG Chi-man, MH	
Mr Symon WONG Yu-wing, MH	
Dr Vincent WONG Wai-lun	
Dr Ferrick CHU Chung-man	Secretary Executive Director (Operations) [ED/O]

Absent with apologies

Ms Rosanna CHOI Yi-tak, MH
Dr Kitty WU Kit-ying, 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]
Ms Joyce LAI Yuet-ling	Head, Corporate Communications [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 146th Meeting, in particular Dr Eliza Chan, Ms Aruna Gurung, Revd Canon Peter Koon, Dr Jennifer Lui and Mr Symon Wong, who newly joined the EOC and attended the meeting for the first time. She informed Members that Mr James Fong had joined the meeting via video conference. Apologies for absence were received from Ms Rosanna Choi and Dr Kitty Wu, as both were out of town.

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

Confirmation of Minutes of the 145th Meeting on 20 March 2025

2. The draft minutes of the 145th EOC Meeting held on 20 March 2025 were issued to Members on 23 April 2025. No request for amendments was received. Members confirmed the minutes of the 145th 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

Election of the Deputy Convener of the Legal and Complaints Committee (LCC) and Endorsement of the Convenership and Deputy Convenership of the Community Participation and Publicity Committee (CPPC), LCC and Policy, Research and Training Committee (PRTC)

(EOC Paper No. 6/2025; Agenda Item No. 3)

4. C/EOC briefed Members on the background of the change in convenership and deputy convenership of the CPPC, LCC and PRTC, and the procedures for the election of the Deputy Convener of the LCC, as contained in EOC Paper No. 6/2025.

5. Members noted that upon the commencement of the appointment of the new Members, the EOC office invited them to indicate their interest in joining the four committees under the Board in May 2025. Subsequently, the new membership of the four committees, as listed in Appendix I to EOC Paper No. 6/2025, was approved by the EOC Board unanimously on 26 May 2025.

6. Owing to the changeover in membership of the EOC Board, and that the term of office of the Conveners and Deputy Conveners of the four committees should normally be no more than two years, there existed vacancies in the convenership and deputy convenership of the CPPC, LCC and PRTC. As for the Administration and Finance Committee (A&FC), there was no change in the convenership/deputy convenership.

7. The EOC Secretariat then invited serving members of the respective committee to give nominations (including self-nomination) for taking up the roles of Conveners/Deputy Conveners of the CPPC, LCC and PRTC. The nominations received by the close of the nomination period were listed in Appendix II to EOC Paper No. 6/2025.

(Dr Theresa Cunanan joined the meeting at this juncture.)

8. For the convenership/deputy convenership of the CPPC and PRTC, and the convenership of LCC, since only single nomination had been received for each post, there was no need for election pursuant to EOC's *Procedures for Meetings and Related Matters*. For the Deputy Convener post of the LCC, more than one nominations had been received. As such, an election by secret ballot among serving members of the LCC had to be conducted at this meeting.

9. A ballot sheet was distributed to each member of the LCC present at the meeting for casting of vote. Members noted that those LCC members who could not attend the meeting in person had sent in their votes in sealed envelopes before the meeting.

10. After all LCC members had cast their votes, the EOC Secretariat counted the votes immediately. Mr Vishal Melwani was elected the Deputy Convener of the LCC.

11. Members were then invited to approve the convenership and deputy convenership of the CPPC, LCC and PRTC as listed below:

CPPC: Convener: Ms Queenie Chan, MH
Deputy Convener: Dr Kitty Wu, JP

LCC: Convener: Ms Linda Lam, SBS (EOC Chairperson)
Deputy Convener: Mr Vishal Melwani

PRTC: Convener: Dr Theresa Cunanan
Deputy Convener: Miss Shirley To

12. In response to a question raised by a Member, C/EOC said that since EOC’s inception, the EOC Chairperson had served as the Convener of LCC. It was only in recent years that the past Chairpersons decided not to take up the LCC convenership. She noted that the nominees for the convenership and deputy convenership of CPPC and PRTC possessed some years of experience in their respective committees, while most LCC members were relatively new to the EOC and the Committee. Given the importance of LCC’s work, and having considered the provisions of the Sex Discrimination Ordinance and EOC’s *Procedures for Meetings and Related Matters*, which entrusted her with the right and eligibility to stand for election as convener, she nominated herself as the LCC convener and stood for the election. She hoped that with her relevant experience and professional legal background, she could guide the work of the LCC. C/EOC supplemented that the EOC Chairperson is a member of the EOC. Pursuant to the law, all members of EOC share the same role in the governing of the Commission and the decisions of the Board. That said, the Chairperson, with her full-time role, has the responsibility to lead the EOC Board and management team, which is why the Chairperson is an ex-officio Member of the four Committees. As to whether she would stand for election again for the next term, she would take into account the relevant circumstances and act in the best interests of both the EOC and the public, as what she did this time, before making a decision.

13. Members approved the Convenership and Deputy Convenership of the CPPC, LCC and PRTC as listed in paragraph 11 in accordance with Schedule 6 (Section 12) of the Sex Discrimination Ordinance (Cap. 480).

Chairperson’s Quarterly Report

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

14. EOC Paper No. 7/2025 contained the important work done by the EOC for the period from March to May 2025. C/EOC highlighted five key areas as presented in the paper for Members' information.

A. Educational Initiatives

15. Members noted that the EOC implemented a number of educational initiatives from March to May 2025, targeting primary school, secondary school and tertiary students. These included the release of two new episodes of video and accompanying teaching materials for the “Harmony in the Universe” online educational modules for primary students, and the staging of the Grand Final and Award Ceremony of the Equal Opportunity Cup Inter-School Debate Competition (Debate Competition) for secondary students. As for tertiary students, an array of experiential learning activities were organised for the Youth Ambassadors of the Equal Opportunity Youth Ambassador Scheme, who were recruited from various tertiary institutions.

16. C/EOC mentioned that with the release of two new episodes, the full set of the “Harmony in the Universe” online educational modules containing four episodes is now available to the public on the EOC designated webpage. Primary school teachers, educators and parents can visit the “Harmony in the Universe” webpage to watch the new episodes and download the teaching materials.

17. C/EOC further said that the Debate Competition attracted applications from 117 secondary schools with over 500 students. A total of 30 rounds of debate were held between February and April 2025, focusing on motions related to equal opportunity issues. The Grand Final and Award Ceremony of the Debate Competition was held on 3 May 2025 and Hong Kong University Graduate Association College took home the championship. The highlights of the Grand Final would be broadcast on Commercial Radio 1's programme “School Net 334” in June 2025, allowing the wider public to experience the exciting moments of the

event.

18. As for the Equal Opportunity Youth Ambassador Scheme (the Scheme), which was organised for the third year, it continued to receive strong support from the education sector. For 2024/25, 50 students from 14 tertiary institutions were selected as Youth Ambassadors under the Scheme. They participated in various experiential learning activities in the past six months, deepening their understanding of the needs of different communities and the importance of embracing the values of diversity, equality, and inclusion (DEI). To celebrate the completion of this year's scheme, the EOC held a recognition ceremony on 14 June 2025 to recognise the Youth Ambassadors' commitment, enthusiasm, and achievements. They were invited to continue promoting the message of building safe and harassment-free campus with mutual respect to their peers. With staunch support from tertiary institutions, the EOC would continue to organise the Equal Opportunity Youth Ambassador Scheme in the 2025/26 academic year.

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

19. Members noted that the EOC organised a sharing session on "Application of Universal Design in the Workplace" on 8 April 2025 to build on the success of the inaugural Universal Design Award Scheme 2024/25 (UDAS). Three award-winning organisations discussed their experiences and strategies for enhancing accessibility within their organisations and shared tips for creating an accessible environment during the panel discussion. Various sectors, including property management, human resources, public bodies, engineering consultancies, non-governmental organisations and social enterprises participated in the sharing and exchanged insights.

20. Separately, the award ceremony of the Digital Accessibility Recognition Scheme 2024-2025 was held on 19 May 2025. C/EOC was one of the guests of honour at the ceremony and ED/O also participated in the event to present awards.

C. Anti-Sexual Harassment Campaign

21. Members noted that the EOC liaised with universities in the Greater Bay Area to conduct seminars with a view to equipping students, who were originally from Hong Kong, with the awareness of equal opportunities and understanding of the protection under the anti-discrimination laws, thereby preparing them for the prevention of sexual harassment when they return to Hong Kong after graduation for work or further study. The first seminar on campus was held in the Guangzhou University of Chinese Medicine on 17 May 2025.

22. Members also noted that the Anti-Sexual Harassment Unit (ASHU) had been inviting businesses and corporations to complete the online questionnaire of the survey “Preventive Measures against Workplace Sexual Harassment”. 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. On another front, following the close of the voting period for members of the public to vote for their favourite entries in the Safe Spaces For All: Anti-Sexual Harassment 60-Second Video Contest on 30 May 2025, the ASHU would organise an award presentation ceremony at the EOC office in July 2025.

[Post-meeting note: An invitation to Members for providing responses to the online questionnaire was sent on 23 June 2025. The survey deadline has been extended until 31 July 2025.]

D. Promoting Equal Opportunities for Racially Disadvantaged Population

23. On racial equality and inclusion, Members noted that the EOC continued to run two programmes, i.e. the Racial Diversity and Inclusion Charter for Employers to encourage racial diversity and inclusion (D&I) in the workplace and the Racially

Friendly Campus Recognition Scheme to recognise schools that fulfilled all criteria on student activities, teacher training and publicity of racial inclusion

24. The EOC attaches great importance to enhancing Chinese language education and career guidance for non-Chinese speaking (NCS) students. The EOC made a submission in response to the 2024 Policy Address public consultation, which highlighted the need for enhancements in these two areas. In February 2025, the Education Bureau (EDB) provided a written response to the EOC, enclosing a wealth of data on NCS student profile and a brief update on its latest measures. The EOC had provided a response to EDB in April 2025, with a view to continuously engaging the EDB to address the educational challenges faced by NCS students identified in the update.

E. Court Proceedings

25. On 24 April 2025, the EOC issued legal proceedings under the Sex Discrimination Ordinance (Cap. 480) in the District Court on behalf of a female secondary school student (the Claimant), who alleged that a male classmate (the Respondent) sexually harassed her on many occasions from Form 2 to Form 4. As understood by the EOC, the parents and the school were involved in handling the sexual harassment case. However, the case remained unresolved. The EOC also made many attempts to facilitate settlement of the case between the two young people by way of conciliation or negotiation during the investigation and provision of legal assistance stages. Unfortunately, these attempts were unsuccessful. By bringing this case to court, the EOC hopes to raise awareness among students, teachers and schools about the importance of combating sexual harassment, which includes unwelcome sexual acts, comments and messages, as well as bullying within the school. It also serves to remind them that sexual harassment among students is unlawful and can lead to serious legal consequences.

26. C/EOC expressed gratitude to Members for their engagement in and support to EOC's activities, as well as the work of the EOC.

Event/Initiative and <u>Date/Period</u>	<u>Member's Participation</u>
Equal Opportunity Youth Ambassador Scheme 2024/25 from December 2024 to June 2025	<ul style="list-style-type: none">- Ms Queenie Chan, Ms Lily Chow and Dr Kitty Wu attended the zoom meeting in December 2024 to select the Youth Ambassadors for the Equal Opportunity Youth Ambassador Scheme 2024/25.- Ms Queenie Chan and Ms Lily Chow attended the orientation gathering with the Youth Ambassadors in January 2025.- Ms Queenie Chan, Dr Jennifer Lui and Dr Vincent Wong presented certificates to the Youth Ambassadors at the Recognition Ceremony on 14 June 2025.
Online questionnaire survey “Preventive Measures against Workplace Sexual Harassment”	<ul style="list-style-type: none">- Mr Simon Lam circulated the survey questionnaire to the Hong Kong Bar Association to invite their response to the survey.
Sharing on preventing sexual harassment in workplace during members’ dinner on 6 March 2025	<ul style="list-style-type: none">- Ms Linda Tsang liaised with the Eating Establishment Employees General Union.

Event/Initiative and <u>Date/Period</u>	<u>Member's Participation</u>
International Women's Day Commemorative Event with Women of Diverse Races on 15 March 2025	<ul style="list-style-type: none">- Dr Theresa Cunanan represented the EOC to give the opening remarks.- Ms Aruna Gurung, before becoming EOC Member, joined the panel discussion on "Empowering Women: Health, Rights and Wellbeing" as one of the speakers.
Appreciation Event with Community Stakeholder on 12 April 2025	<ul style="list-style-type: none">- Mr Vishal Melwani represented the EOC to conduct the closing remark and, together with Dr Vincent Wong, presented souvenirs to community partners.- Ms Aruna Gurung joined the event as EOC's key community partner before her appointment as an EOC Member.
Grand Final cum Award Ceremony of the Equal Opportunity Cup Inter-School Debate Competition on 3 May 2025	<ul style="list-style-type: none">- Ms Queenie Chan served as member of the panel of judges of the Grand Final to select the champion.
Seminar on "understanding sexual harassment" for university students from Hong Kong studying in Greater Bay Area (GBA) on 17 May 2025	<ul style="list-style-type: none">- Ms Linda Tsang connected with her team at the Hong Kong Federation of Trade Unions (HKFTU) Greater Bay Area Social Service for co-hosting seminars for Hong Kong students studying in GBA. The first seminar was already held at the Guangzhou University of Chinese Medicine.

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Event/Initiative and <u>Date/Period</u>	<u>Member's Participation</u>
“Safe Spaces For All” Anti-Sexual Harassment 60-Second Video Contest from May to June 2025	- Mr Simon Lam, Miss Chow Lily and Dr Vincent Wong served as the judges of the “Safe Spaces For All” Anti-Sexual Harassment 60-Second Video Contest.
EM Youth Summit on 14 June 2025	- The Summit was organised by the Zubin Foundation with the EOC as the supporting organisation. - Ms Aruna Gurung represented the EOC as an officiating guest of the event.
Racially Friendly Campus Recognition Scheme during May to July 2025	- Miss Lily Chow and Dr Theresa Cunanan served as judges for the Activity of the Year Award. - Miss Shirley To, Ms Queenie Chan, Mr Vishal Melwani, Dr Vincent Wong and Ms Aruna Gurung would represent the EOC to present awards in the Recognition Ceremony on 4 July 2025.
Hong Kong Metropolitan University (HKMU) LiPACE Tertiary Thrive: Mental Wellness Fair co-organised with Baptist Oi Kwan Social Service and HKMU – Li Ka Shing School of Professional and Continuing Education on 14 June 2025	- Ms Rosanna Choi represented the EOC as an officiating guest of the event and delivered a speech.

27. A Member referred to paragraph 28 of EOC Paper No. 7/2025 and expressed his gratitude to the EOC for the summary of EDB's written response provided to Members, which he found to be very detailed and helpful. He also noted that the EOC would continue to engage the EDB to follow up on the recommendations submitted by the EOC during the 2024 Policy Address public consultation. In response to a question raised by this Member, C/EOC and SEOO(EMU) said the EOC would continue to focus on discussing with EDB ways of enhancing Chinese language education and career guidance for NCS students.

28. Members noted EOC Paper No. 7/2025.

Reports of the LCC, CPPC, PRTC and A&FC

(EOC Paper No. 8/2025; Agenda Item No. 5)

29. EOC Paper No. 8/2025 highlighted to Members the important matters raised and the decisions made at the recent meetings of the four committees held during the period from April to May 2025.

30. Members noted EOC Paper No. 8/2025.

V. Any Other Business

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

VI. Date of Next Meeting

32. The next regular EOC Meeting was scheduled for **18 September 2025 (Thursday) at 2:30pm.**

RESTRICTED
(cleared for publication)

Equal Opportunities Commission
July 2025