

Press Release

Voices of Hong Kong's Diverse Communities—Key Priorities for the 2025 Policy Address"

According to the 2021 Hong Kong Census, approximately 300,000 individuals of diverse ethnic backgrounds (excluding foreign domestic helpers) reside in Hong Kong. Compared to the local population, these individuals face higher unemployment rates, lower earnings, and a greater prevalence of poverty. The apparent challenges stem from low proficiency in the Chinese language and limited educational opportunities. In reality, many individuals from diverse ethnic backgrounds encounter systemic barriers in education, employment, and social integration. If these challenges are not addressed, they could lead to a significant lack of social mobility and harmony, potentially culminating in social unrest.

In response to the concerns raised by these communities and the government's call for consultation on the Chief Executive's Policy Address, the **Hong Kong Initiative for Diversity** conducted an online survey to engage individuals of diverse ethnic backgrounds. The aim was to gauge their opinions and develop concrete policy recommendations for the government's consideration, ensuring that priority areas are addressed to better serve these communities.

Survey Overview

A total of 171 responses were collected from individuals of diverse ethnic backgrounds, with 67% (114) identifying as female and 32% (55) as male, with an average age of 32. Participants rated a list of 30 items across various areas, including education, employment, healthcare, and discrimination, based on their importance, ranging from "very important" to "not important." The top 15 priorities will be recommended to the Chief Executive for consideration, with the hope of incorporating them into the 2025 Policy Address.

Key Findings

Out of the 30 items surveyed, participants identified "Education Reform for Inclusion" as the most significant area, highlighting 7 specific items as very important. Additionally, "Equal Treatment Issues" were a major concern, with 4 items rated highly. In the categories of "Healthcare and Personal Safety" and

"Targeted Employment Support and Workplace Equity," 2 items in each category were deemed very important.

The top concern for individuals of diverse ethnic backgrounds is the call to **"Promote early childhood education and provide after-school programs to support children from disadvantaged backgrounds."** These initiatives are crucial for bridging the achievement gap and fostering a supportive environment for children. The existing programs may be insufficient to meet the increasing demand for such services. When students from diverse ethnic backgrounds are disadvantaged from the outset, it becomes challenging for them to catch up. Therefore, the government must prioritize this item in the upcoming policy address.

Below is a list of the 15 items recommended for the government's consideration in the 2025 Chief Executive's Policy Address:

1. **Promote early childhood education and provide after-school programs to support children from disadvantaged backgrounds.**
2. **Increase access to quality education and skills development opportunities** (e.g., scholarships, tuition assistance and language support programs for children and adults of diverse ethnicity).
3. **Establish safe spaces and support networks for women from diverse ethnicity facing domestic violence or forced marriage.**
4. **Provide multilingual medical interpreters in public hospitals and clinics.**
5. **Implement robust measures to combat discrimination** through stricter penalties for violations, and public awareness campaigns.
6. **Improve accessibility for people with disabilities**, ensuring that public spaces, transportation, and services are accessible to people with disabilities.
7. **Review the Race Discrimination Ordinance:** Close loopholes and expand protections against systemic exclusion in education, housing, and employment.

8. **Address the needs of people from diverse ethnicity.** This includes offering language classes designed for particular professions (like healthcare or construction), and training social workers in religious literacy.
9. **To uncover inequality, governments must collect data broken down by ethnicity** in order to expose systemic barriers and to disclose injustices stay hidden and unaddressed.
10. **Offer subsidized internships and apprenticeships to youth from diverse cultural backgrounds.** These opportunities can provide valuable work experience and help them build professional networks, increasing their chances of securing long-term employment.
11. **Financial Literacy and Support:** Provide financial literacy training and support services to families from diverse ethnicity. This includes providing information on budgeting, saving, and accessing financial assistance programs. Encourage financial institutions to promote access to banking services and affordable credit for people of diverse ethnicity.
12. **Develop a standardized Chinese-as-a-second-language (CSL) curriculum to address current linguistic disparities.**
13. **Provide comprehensive teacher training on diversity and inclusion.**
14. **Address the severe underrepresentation of culturally diverse groups in professions like nursing.** To close this gap, the government must enforce equitable hiring/promotion practices, establish measurable diversity targets, adopt blind recruitment practices, and dismantle systemic barriers (e.g., language proficiency requirements, and biased evaluation processes) to career progression.
15. **Collaborate with employers to promote inclusive hiring practices and address workplace discrimination.**

In summary, individuals of diverse ethnic backgrounds have been largely overlooked by the government. The survey results reflect the voices and concerns of various ethnic groups, providing valuable insights for policymakers. It is imperative for the government to refocus its efforts by addressing the concerns outlined in this priority list.

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新聞稿

香港少數族裔困境與政策建議

根據2021年香港人口普查數據，現時約有30萬名多元族裔人士（不包括外籍家庭傭工）居於香港。與本地居民相比，這些族群面臨更高的失業率、更低收入及更普遍的貧困問題。表面看來，這些困境源於中文能力不足及教育機會匱乏；但實際上，多元族裔人士在教育、就業與社會融入方面正面臨系統性障礙。若這些問題未能解決，將導致社會流動不足、加劇社會矛盾，甚至可能引發社會動盪。

針對多元族裔社群的訴求及政府就《行政長官施政報告》展開的公眾諮詢，香港多元動力（Hong Kong Initiative for Diversity）進行了一項線上調查，收集多元族裔人士的意見，以制定具體政策建議供政府參考，確保優先處理關鍵議題，改善對這些社群的服務。

調查概覽

本次調查共收到171份多元族裔人士回覆，其中67%（114人）為女性，32%（55人）為男性，平均年齡32歲。參與者就教育、就業、醫療及歧視等範疇共30項議題，按重要性從「非常重要」至「不重要」進行評分。調查將把最重要的15項建議提交行政長官考慮，期望納入《2025年施政報告》。

主要發現

在30項議題中，受訪者將「共融教育改革」列為最關鍵領域，其中7項具體建議獲評為「非常重要」；「平等對待議題」同樣備受關注，有4項建議獲高度評價；而「醫療保障與人身安全」及「就業支援與職場平等」兩大範疇，則各有2項建議被視為亟需改善。

多元族裔人士最關注的訴求是「推動幼兒教育並為弱勢背景學童提供課後輔導計劃」。這類措施對縮窄學業差距、營造良好成長環境至關重要。現有服務可能無法滿足日益增長的需求——當多元族裔學童從起步階段便處於劣勢，未來將更難追上學習進度。因此，政府必須在來年施政報告中優先處理此議題。

在「共融教育改革」方面，緊急訴求包括：

- 增加優質教育與技能培訓機會
- 正視多元族裔人士的學習與培訓需求
- 制定標準化的「中文作為第二語言」課程
- 為教師提供多元共融的全面培訓

鑑於教育與培訓對多元族裔人士影響深遠，政府必須重點檢視並落實相關建議。教育水平不足將導致就業過度集中於特定行業，不僅限制社會流動性，更會加劇社會不安。

調查亦顯示，「平等對待議題」引發強烈共鳴。鑑於香港仍存在種族歧視現象，許多多元族裔人士要求政府「實施更嚴厲反歧視措施，包括加重違規罰則及推動公眾教育」。此外，當局應重新檢視《種族歧視條例》，並按族裔收集數據以揭露不平等現象，破除制度性障礙。

關於「醫療保障與人身安全」，受訪者疾呼「為面臨家暴或逼婚的多元族裔人士女性建立安全空間與支援網絡」，並「在公立醫院及診所提供多語言醫療傳譯服務」。

在「就業支援與職場平等」領域，政府應「解決護理等專業領域中多元族裔人士／代表嚴重不足的問題」，並有效打擊職場歧視行為。

總結

多元族裔群體長期被政府政策邊緣化。是次調查結果如實反映了不同族裔的聲音與憂慮，為決策者提供重要參考。政府必須重新審視施政重點，依據這份優先清單切實解決多元族裔面臨的系統性問題。