

## **Recommendations from Hong Kong's Diverse Communities for the Chief Executive's 2025 Policy Address**

- 1. Promote early childhood education and provide after-school programs to support children from disadvantaged backgrounds.** These programs can help bridge the achievement gap and provide a supportive environment for children to learn and develop.
- 2. Increase access to quality education and skills development opportunities** for children and adults of diverse ethnicity. This includes providing scholarships, tuition assistance, and language support programs, such as Cantonese and English language classes, to help them succeed in the education system.
- 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.** Many people from diverse ethnicity face language barriers when seeking medical care, leading to misdiagnosis, improper treatment, and reluctance to seek help. Recruit and train professional interpreters in key languages (Urdu, Hindi, Nepali, Tagalog, Punjabi, Bahasa Indonesia). Establish a government-funded interpreter booking system where hospitals must provide interpretation upon request.
- 5. Implement robust measures to combat discrimination** through stricter penalties for violations, and public awareness campaigns. Legal reforms should ensure marginalized groups have accessible pathways to report grievances, while partnerships with NGOs can provide targeted support for victims, such as free legal representation and counseling services.
- 6. Improve accessibility for people with disabilities.** This includes ensuring that public spaces, transportation, and services are accessible to people with disabilities. The government should also provide financial assistance and support services to help people with disabilities live independently.
- 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), training social workers in religious literacy, and support services to help people of diverse ethnicity integrate into society.
9. **To uncover inequality, governments must collect data broken down by ethnicity.** While overall unemployment may be 3.5%, disaggregated data reveals Pakistani residents face 8% unemployment—more than double the average. Such gaps expose systemic barriers, not group differences, but without this deeper analysis, these 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.** Teachers need to be equipped with the knowledge and skills to create inclusive classroom environments and address issues of discrimination and bias. This training should cover topics such as cultural sensitivity, inclusive pedagogy, and strategies for supporting students from diverse backgrounds.
14. **Address the severe underrepresentation of culturally diverse groups in professions like nursing.** Currently in Hong Kong, a disproportionately low percentage (<1%) of nurses are of diverse ethnicity, with near-token representation in senior roles—a stark contrast to the UK, where 24.2% of nurses and 14.6% of senior nursing positions reflect the country's 18.3% ethnic diversity. 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.** This could involve providing incentives for companies that hire people of diverse ethnic backgrounds, conducting diversity and inclusion training for employers, and establishing clear channels for reporting and addressing discrimination in the workplace.

The **Hong Kong Initiative for Diversity** should advocate for the government to prioritize these areas in the upcoming Chief Executive's Policy Address to foster a more inclusive and equitable society.

# 香港多元社群致 2025 年行政長官施政報告的政策建議

## 1. 推動幼兒教育並為弱勢背景學童提供課後輔導計劃

此類計劃有助縮窄學業差距，為兒童營造有利學習與成長的支援環境。

## 2. 增加多元族裔兒童及成人獲取優質教育與技能培訓的機會

包括提供獎學金、學費援助及語言支援計劃（如粵語和英語課程），協助他們在教育體系中取得成功。

## 3. 為面臨家暴或逼婚的多元族裔女性建立安全空間與支援網絡

## 4. 在公立醫院及診所提供的多語言醫療傳譯服務

許多多元族裔人士就醫時面臨語言障礙，導致誤診、不當治療及諱疾忌醫。建議：

- 招募並培訓關鍵語言專業傳譯員（烏爾都語、印地語、尼泊爾語、他加祿語、旁遮普語、印尼語）
- 設立政府資助的傳譯預約系統，確保醫院應要求提供傳譯服務

## 5. 實施強效反歧視措施

包括加重違規罰則、開展公眾教育；推動法律改革確保弱勢群體有暢通投訴渠道，並與非政府組織合作提供免費法律代表及心理輔導等支援服務。

## 6. 提升殘疾人士無障礙環境

確保公共場所、交通及服務設施無障礙化，同時提供財政援助及支援服務，協助殘疾人士獨立生活。

## 7. 檢討《種族歧視條例》

堵塞漏洞，加強對教育、住房及就業領域系統性排斥的保障。

## 8. 正視多元族裔人士需求

包括開設職業導向語言課程（如醫療、建築）、為社工提供宗教文化培訓，以及協助社會融入的支援服務。

## 9. 按族裔分類統計數據以揭露不平等現象

香港整體失業率或為 3.5%，但分項數據顯示巴基斯坦裔居民失業率高達 8%—超平均水平兩倍有餘。此類差距暴露制度性障礙，唯有透過細化分析方能釐清問題根源。

## 10. 為多元文化背景青年提供資助實習及學徒計劃

此類機會可累積工作經驗並拓展職業網絡，提升長期就業機會。

## 11. 財務知識培訓與支援

為多元族裔家庭提供理財教育，涵蓋預算編制、儲蓄及財務援助計劃資訊，並鼓勵金融機構提供普惠銀行服務與可負擔信貸。

## 12. 制定標準化「中文作為第二語言」課程

以解決當前語言教育落差問題。

## 13. 推行教師多元共融全面培訓

教師需具備營造包容課堂環境的能力，培訓內容應涵蓋文化敏感度、包容性教學法及支援多元背景學生的策略。

## 14. 解決護理等專業領域多元族裔代表嚴重不足問題

香港現時僅不足 1% 護士屬多元族裔，高層職位更近乎象徵性配額（英國同類數據為 24.2% 護士及 14.6% 高級護理職位，反映其 18.3% 族裔多元比例）。建議：

- 推行公平招聘/晉升機制
- 訂立可量化的多元聘用目標
- 採用盲選招聘模式
- 破除職業晉升的制度性障礙（如語言要求、偏見評估流程）

## 15. 與企業合作推動包容性招聘及消除職場歧視措施包括：

- 為聘用多元族裔人士的企業提供誘因
- 為僱主提供多元共融培訓
- 建立職場歧視投訴與處理機制

## 結語

**香港多元動力**促請政府在來年施政報告中優先落實上述建議，以建設更共融、平等的社會。