

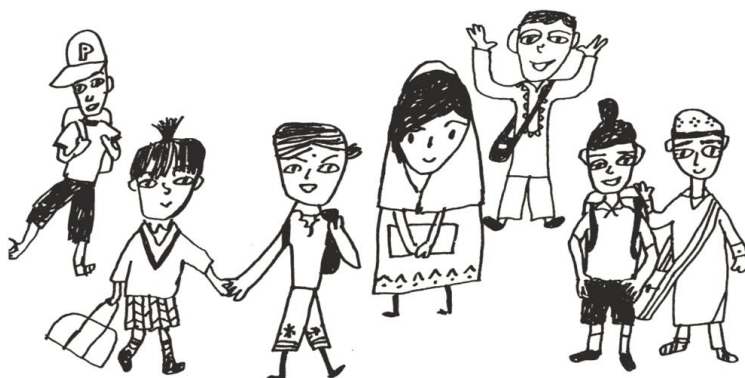


HONG KONG UNISON LIMITED

香港融樂會有限公司

ANNUAL ACTIVITY REPORT

FOR THE YEAR ENDED 31 DECEMBER 2014



Hong Kong Unison Limited
(Company Limited by Guarantee and not having a Share Capital)



香港融樂會
Hong Kong Unison

About Hong Kong Unison

Established in 2001 and incorporated in 2005, Hong Kong Unison is a non-governmental charitable civil society organization that does not receive funds from the HKSAR Government. We have been actively advocating policy reforms to benefit disadvantaged ethnic minority residents in Hong Kong. We promote equal opportunities in education and employment as well as civil and political rights for the ethnic minorities in Hong Kong.

Our Belief

We believe people are born equal. No one should be excluded from social participation due to differences in race, culture, language, economic or social status.

Our Mission

- To promote racial equality;
- To promote cross-racial and cross-cultural understanding and communications;
- To provide social services and assist ethnic minority residents participate in the Hong Kong society;
- To promote equal access to social services regardless of race;
- To unite people of different races who share common goals to work together through the participation in volunteer services; and to encourage cross-racial collaboration.

為
種族
For
Ethnic
Equality
平等

What We Do

Since our establishment in 2001, Hong Kong Unison (thereafter “Unison”) has been working on upholding human rights and improving livelihood of ethnic minorities in Hong Kong. Unison adopts a right-based approach to challenge unjust institutions and policies which adversely affect the well-being of ethnic minority residents. Such uniqueness has helped Unison build an authoritative voice for the rights of ethnic minorities in Hong Kong.

Advocacy and Policy Research

We continuously advocate and conduct policy research on equal opportunities in education, racial desegregation in the public education system, racial equality, access to public services, and employment and vocational training for the ethnic minorities in Hong Kong.

- Advocating for a Chinese as a Second Language policy has been a focus of Unison’s advocacy work for several years. We realize that for many ethnic minority youngsters, the lack of Chinese proficiency is a big barrier to equal opportunities. It is important that young ethnic minorities have the opportunity to gain sufficient Chinese language proficiency while they are in school.
- Although the Education Bureau abolished the “designated school” label, *de facto* racial segregation still exists in the public education system. In some schools, ethnic minority and Chinese students are deprived of the opportunities to interact with each other. *De facto* racial segregation limits ethnic minority students’ future development and social integration, and is not productive towards racial harmony or the development of Hong Kong as a multicultural metropolitan.
- Advocating amendment to the Race Discrimination Ordinance, which, with its various

gaps, has drawn criticisms from different treaty bodies of the United Nations.

Youth Development

One of our core businesses is to empower and develop ethnic minority youth as they are the future pillars of Hong Kong. Unison continues to encourage students in primary school to learn Chinese, provide career guidance to secondary students and scholarships to post-secondary students, to instill hope and inspiration to the young ethnic minority generation towards a better and bright future.

Community Organizing

It is important to empower ethnic minority groups so they fight for the protection of their own rights. To create a stronger voice to be heard, Unison believes that ethnic minorities must come together and act in their shared self-interest to generate collective power. We organize events, seminars, discussion meetings, sharing sessions to understand their situation and their points of view, and get them involved in the policy-making process.

Public Education

To eliminate racial discrimination and encourage racial harmony, Unison organizes exhibitions and conducts talks to primary and secondary schools, vocational training institutes, universities on cultural sensitivity and diversities. We regularly update the resources for cultural sensitivity on our website and social media.

Direct Services

Unison adopts a comprehensive rights-based approach that includes advocacy and service development. With our in-house social workers, we provide tangible support through casework and referral services to ethnic minority individuals and families who are in need. We also provide tutor-matching and job-matching services to enhance their opportunities in learning Chinese and employment.

Highlights of the Year

In the 2014 Policy Address delivered in January, the government stated that ethnic minorities have much difficulty integrating fully into the community due to differences in culture, language and ethnic background. One of the key initiatives is the introduction of the *Chinese Language Curriculum Second Language Learning Framework* and other measures aimed at supporting the learning of the Chinese language of ethnic minorities; however, crucial details such as the concrete curriculum, benchmarks, teaching materials, teacher training, assessment and monitoring mechanisms, are absent or unavailable to the relevant stakeholders.

Unison is concerned about the roll-out of the support measures. We have **continuously lobbied** to the United Nations, the Legislative Council, the Equal Opportunities Commission and the Education Bureau for:

- A quality and systematic “second language” curriculum and teaching materials;
- Stage learning objectives and assessment tools;
- Outcome indicators and review mechanism;
- Professional teacher training;
- Professional support for schools; and
- Monitoring system about the use of resources.

In May, Unison organized a **Roundtable Discussion** on “Chinese as a Second Language Education – the Way Forward”, gathering opinions and comments from scholars, frontline teachers, school administrators and ethnic minorities stakeholders on existing approaches and measures for Chinese as a Second Language for ethnic minority students.

In September, Unison published a book on the teaching and learning Chinese as a Second Language 《無酵餅 - 「中文為第二語言」教與學初探》 with contributions from sixteen authors including educators, academics, secondary school administrators, and ethnic minority parents and youths.



Book launch event

The flaws in the Discrimination Ordinances in Hong Kong have repeatedly drawn criticisms from the United Nations, showing the urgency of a comprehensive review. Unison responded actively towards the **Discrimination Law Review** conducted by the Equal Opportunities Commission from July to October, including making submissions, submitting opinion editorials to major newspapers, and attending public consultations with ethnic minorities.

After a hiatus in 2013, Unison organized our annual fundraising event, the **Unison Hikathon**, in October. This year, we had over 400 participants hiking in Tai Po Kau Four-Colour Forest Walks. Hikathon means more than just fundraising; it is a precious moment that Unison staff and the Executive Committee, grant partners, donors, supporters, volunteers, and ethnic minority students and teachers, gather together to advocate equality for ethnic minorities in Hong Kong.



Unison Hikathon 2014

Chinese Language Education

- Held a press conference in response to the Policy Address announced in January urging the Education Bureau to conduct more in-depth consultations with a wider range of stakeholders; make public the details of the *Chinese Language Curriculum Second Language Learning Framework*, including the timetable and action plan, policy goal, outcome indicators, concrete curriculum, benchmarks, teaching materials, teachers' training, assessment, and monitoring mechanisms.
- Met with the Secretary for Education and the Permanent Secretary for Education demanding for concrete policy goals, transparent monitoring mechanisms to better equip ethnic minorities with an adequate level of Chinese to integrate into the Hong Kong community.



Meeting with the Education Bureau

- Organized the Roundtable Discussion on “ ‘Chinese as a Second Language’ (CSL) Education – the Way Forward” in May at the Hong Kong University (HKU) in cooperation with the HKU Centre for Comparative and Public Law, to discuss the Chinese language learning policy and to facilitate exchange and communication between stakeholders in the development of CSL for ethnic minority students.



Roundtable Discussion on “CSL Education – The Way Forward”

- As Hong Kong is obliged to meet the standards stipulated in the various signed international human rights treaties, Unison submitted position papers to the United Nations (UN) Human Rights Committee, the ICESCR¹ Committee, and the CEDAW² Committee respectively.
- Made our voices heard by lobbying the UN Committee on Economic, Social and Cultural Rights in its 52nd session in Geneva in early May, to urge the Hong Kong Government to devise the policy goal, implementation plan and timetable, outcome indicators and a transparent monitoring mechanism regarding Chinese language education for ethnic minorities in Hong Kong.
- Made submissions to the Panel on Education in the Legislative Council regarding professional support and implementation of the *Chinese Language Curriculum Second Language Learning Framework* urging the Education Bureau to conduct more in-depth consultations with a wider range of stakeholders; make public the details of the Learning Framework; establish a mechanism for schools to regularly inform non-Chinese speaking parents of the lesson plan and progress of their children; and inform the public of measures to ensure employers recognize the Applied Learning (Chinese) qualification.

¹ International Covenant on Economic, Social and Cultural Rights

² Committee on the Elimination of Discrimination against Women

- Following our lobbying to the Equal Opportunities Commission (EOC) for a Code of Practice on equal access to education without discrimination on the grounds of race or gender, the EOC issued the *Racial Equality and School Uniform Guide* in June, advising schools to respect different cultures, religious and racial backgrounds and adopt an inclusive and transparent process in formulating school uniform policies.
- The book on teaching and learning Chinese as a Second Language 《無酵餅 - 「中文為第二語言」教與學初探》 was launched in September with contributions from scholars, school administrators, and front line teachers discussing Chinese as a Second Language (CSL) and interviews of ethnic minorities on the difficulties faced in accessing education in Chinese.



Unison's first published book

- Regular networking with educators, academics and other stakeholders in the development of CSL measures through conferences, forums and meetings.
- Ongoing research on the importance of Chinese for job seekers, by analyzing job ads with relevance to language requirements.

De facto Racial Segregation in the Public Education System

- Disappointed with the Policy Address which failed to address *de facto* racial segregation in the public education system, Unison met with the Secretary for Education and the Permanent Secretary for Education, demanding immediate and effective measures to eliminate the *de facto* racial segregation in the public education system to meet the requirements of the Race Discrimination Ordinance and international human rights treaties that are binding on Hong Kong.
- Made submissions to the Legislative Council to urge the Education Bureau to actively promote inclusion in mainstream schools and conduct racial sensitivity training for teachers of all subjects.
- Lobbied the UN Committee on Economic, Social and Cultural Rights in its 52nd session in Geneva in early May, to urge the Hong Kong government to take immediate, effective steps to eliminate the *de facto* racial segregation in the public education system and publicize data disaggregated by race related to education, including the proportion of ethnic minorities students enrolled in each school.



Press conference for trip to the United Nations

- A research is ongoing to explore the factors that ethnic minority parents consider when choosing primary schools for their children. The results are scheduled to be released in mid-2015.

Legal Protection against Discrimination

- Petitioned to the UN Committee on Economic, Social and Cultural Rights in its 52nd session in Geneva in early May, urging the Hong Kong Government to propose amendment to the Race Discrimination Ordinance such that the government's exercise of powers and performance of functions are brought within the purview of the Ordinance and nationality is included as a prohibited ground of discrimination.
- Supported ethnic minorities in discrimination casework and assisted them to lodge complaints to the Equal Opportunities Commission (EOC).
- Issued press release and made written submission to the EOC, welcoming EOC's recommendations to amend the Race Discrimination Ordinance to bring the Government's exercise of powers and performance of functions expressly within the purview of the Race Discrimination Law; include nationality, citizenship, residency and related status as protected characteristics; and remove the exemption regarding the medium of instruction in education and vocational training.
- Submitted opinion editorials to *Ming Pao* and the *South China Morning Post* to express our views on the amendments of the Race Discrimination Ordinance proposed by the EOC.



Op-ed published in Ming Pao

Equal Access to Public Services

- Met with the Hospital Authority to reflect the difficulties faced by ethnic minorities in accessing hospital services.
- Spoke at the meeting of the Sub-Committee on Poverty of the Legislative Council about integration and poverty of ethnic minorities.

Equal Opportunities in Employment and Vocational Trainings

- Lobbied the Vocational Training Council to put in place measures to enhance the Chinese proficiency of their non-Chinese speaking students.
- Met with the Employment Retraining Board to explore collaboration to allow more training opportunities for the ethnic minorities.
- Together with other NGOs who serve ethnic minorities, lobbied the Youth Employment Division of the Labour Department to provide improved assistance to ethnic minority youth in job searching.

Media Campaigns

- Drew media attention on the injustice faced by the ethnic minorities in Hong Kong. Besides holding press conferences and issuing press releases and statements, Unison works with major newspapers, television and radio shows to cover issues faced by ethnic minorities.
- In the past year, there were more than 300 media reports and documentaries on ethnic minority issues, featured on Radio and Television Hong Kong (RTHK), Commercial Radio, British Broadcasting Corporation (BBC), Television Broadcasts Limited (TVB), Cable TV, Now TV, South China Morning Post (SCMP), Ming Pao, Apple Daily, and Time, etc.

Youth Development

Careers Guidance

- A total of 22 school talks on career guidance and life planning were delivered by our social worker in secondary schools with majority ethnic minority students. These talks aimed at aspiring students towards career planning and goal searching.



School talks on career guidance

- Cooperated with “Dare to Dream” to organize the Aviation Career Introduction Workshop for ethnic minority students to let them know more about different job duties (e.g. flight attendant, pilot, engineer, customer service etc.) in the aviation industry.
- Conducted workplace visits for Form Five ethnic minority students to give them glimpse of the real work environment and inspire them to plan for their own future.
- Our social workers and project officers supported Form Six ethnic minority students during the result day for the Diploma of Secondary Education (DSE) in two secondary schools, providing guidance on post-secondary school planning.
- Co-conducted a sharing session for ethnic minority primary school children on different ethnic minority role models in Hong Kong.

Scholarship Scheme

- 21 and 25 students received scholarships/ bursaries for the 2013/14 and the 2014/15 academic years respectively.
- Organized scholarship social gatherings (Ocean Park visit, Lamma Island hike, photo exhibition visit, team-building camp etc.) to build solidarity amongst awardees.



Team building camp for scholarship awardees

- Engaged awardees in volunteering and community organizing activities such as career guidance talks, interview workshops, youth exchanges, seminars on minority rights etc. to enhance active citizenship and empowerment of youth.
- A scholarship awardee was granted a summer internship at the Bank of New York Mellon through Unison.

Chinese Language Awards

- Presented the “Outstanding Performance Award on Chinese Language Learning for Non-Chinese Speaking Students” to 63 students selected from 29 primary and secondary schools, to motivate and encourage ethnic minority children to learn Chinese.

Community Organizing

- Organized ethnic minority parents and youth to join focus group discussions with the Education Bureau to learn more about and express their views on the *Chinese Language Curriculum Second Language Learning Framework*.
- Held two focus group meetings to collect viewpoints and opinions of ethnic minorities on the review of Discrimination Law and organized them to attend the EOC public consultation forums.
- Conducted the “Democracy and Minority Rights Seminar” to raise awareness of ethnic minorities on equality, democracy and consciousness of citizenship. Guest speakers of the seminar included academics and Legislative Council members.



Democracy and Minority Rights Seminar

- Gathered ethnic minority youth to watch the movie “The Banished Kids” at the 7th Refugee Film Festival organized by the UNHCR³ and the movie “Lesson in Dissent” to stimulate youth to reflect on their role in Hong Kong and their participation in social movements.
- Organized ethnic minority youth and children, and Unison funder to participate in “Dialogue in the Dark” to experience the life of people with visual impairment.

- Sharing of Mr. Jeffrey Andrews on his experience to the UN to lobby the ICESCR Committee.
- Organized a group of ethnic minority youth to participate in the Civil Referendum to show solidarity in fighting for democracy and universal suffrage in Hong Kong.



Voting at the Civil Referendum

- Organized a sharing session with invited speakers for ethnic minority youths during the political reform period to share their views on universal suffrage and democracy.
- Facilitated a Parents' Concern Group to explore difficulties in education faced by parents of kindergarten children.
- Conducted a Scholarship Scheme Awardees Alumni Reunion for the first time since the Scholarship Scheme was established in 2008 to empower the alumni of the scholarship scheme to actively contribute to the society.
- Participated in parents' concern groups to discuss education issues particularly on Chinese language teaching and support.
- Organized ethnic minorities to join the discussion for the International Day for the Eradication of Poverty and share the needs and difficulties in the ethnic minority community.

³ United Nations High Commissioner for Refugees

Public Education

- Two Racial Harmony exhibitions were organized to commemorate the International Day for the Elimination of Racial Discrimination on 21st March. A series of articles on racial equality and cultural identity were also shared on Facebook to raise the public's awareness.



Activity booth for racial harmony

- Cultural Sensitivity talks were conducted in secondary schools, colleges and universities to raise awareness to respect cultural diversities.



A panel discussion for university students

- Uploaded the revised version of the "Teacher Resources Handbook about Ethnic Minority Students" and the "Catalogue of Resources for Teachers on Teaching Ethnic Minority Related Topics of Liberal Studies" on the Unison website.

- Conducted training to the Employees Retraining Board (ERB) on cultural sensitivity, difficulties faced by ethnic minorities in Hong Kong, and skills on working with ethnic minorities.
- Presented in radio shows, education TV programs, academic institutions on issues that concern ethnic minorities.
- Set up public education booths along the Blue Trail at Hikathon 2014 to let people know more about the religions and cultures of various ethnic groups and the barriers ethnic minorities face.
- Unison Talks were held regularly every two months to introduce the work of Unison and discuss about issues affecting ethnic minorities.
- Events held are regularly captured and shared on our official Youtube⁴ channel and discussion topics as well as clips of events are continuously updated on our Facebook⁵ page.

Direct Services

- Individual casework, support services, and referrals have been made to more than 210 individuals and families including cases of ethnic minority children being rejected from admission into mainstream kindergartens.
- Home visits were regularly conducted by our social worker to help families better understand the current education situation in kindergarten, primary and secondary schools.
- 38 students have been matched with free tutoring services; followed up by home visits by our social worker.
- 81 job advertisements have been sent out to ethnic minority job seekers to help them find jobs.

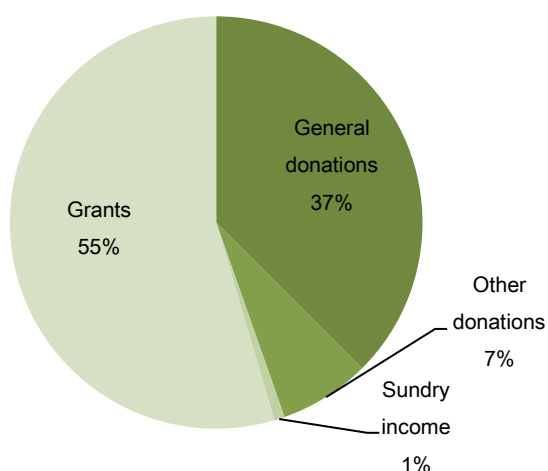
⁴ <https://www.youtube.com/user/HKUnison>

⁵ <https://www.facebook.com/HongKongUnison>

Financial Highlights (1 April 13 – 31 March 14)

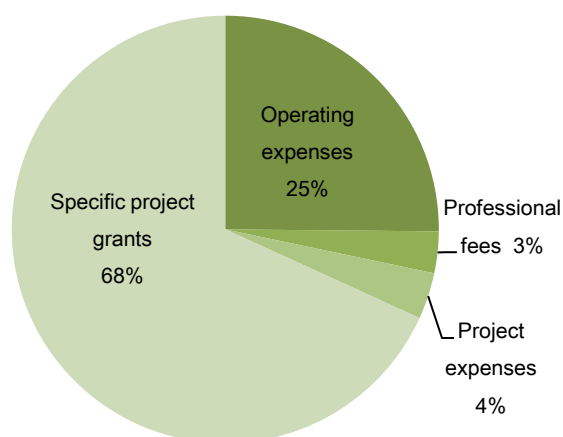
Sources of Funding

	HKD
General donations	1,071,816.00
Other donations	203,574.00
Membership subscription income	1,300.00
Bank interest income	45.00
Sundry income	22,529.00
Grants	1,559,647.00
TOTAL	2,858,911.00



Expenditures

	HKD
Operating expenses	522,184.00
Professional fees	65,404.00
Project expenses	73,034.00
Specific project grants	1,415,829.00
TOTAL	2,076,451.00



Governance

Executive Committee

<i>Chairperson</i>	Ms. Margaret Ng
<i>Vice Chairperson</i>	Mr. Rajkumar Tiwari
<i>Vice Chairperson</i>	Ms. Alice Chong
<i>Treasurer</i>	Ms. Po Wah Cheng
<i>Secretary</i>	Mr. Wing Lok Poon
<i>Committee Members</i>	Ms. Raees Begum Baig
	Mr. James Arthur Elms
	Mr. Kin Kwok Lai
	Mr. Yuk Kai Law
	Ms. Shalini Mahtani
	Ms. Puja Kapai Paryani
	Ms. Julie Kathleen Richard
	Mr. Michael Vidler
	Mr. Hung Wong

Advocacy and Policy Sub Committee

<i>Chair</i>	Ms. Puja Kapai Paryani
<i>Members</i>	Mr. Kin Kwok Lai
	Ms. Shalini Mahtani
	Ms. Margaret Ng
	Mr. Wing Lok Poon

Finance and Administration Sub Committee

<i>Chair</i>	Ms. Po Wah Cheng
<i>Members</i>	Ms. Alice Chong
	Ms. Shalini Mahtani
	Ms. Margaret Ng
	Mr. Rajkumar Tiwari

Acknowledgement

The Executive Committee would like to extend a heartfelt gratitude to our generous funding partners, individual donors, devoted volunteers and supporters. Without their constant and unfailing support, our work for the ethnic minority community in Hong Kong would not be possible.

We would like to especially thank

- Ms. Janet Wai for her generous donation of office space; and
- Mr. S.K. Shum for coordinating the platforms *Hong Kong Hiking* and *Hong Kong Volunteer Meet Up Group* to support Unison's events.

We are very grateful for the support from the following donors and grant / corporate partners⁶:

- AFS Charitable Foundation Limited
- Barclays
- Bank of New York Mellon
- Delia Group of Schools
- Fu Tak Iam Foundation
- Global Fund for Children
- Ivan Chung Man Kuen
- Kadoorie Foundation
- Kowloon Union Church
- Ma Sau Man
- Savant Pandurang Mahadev and Nahar Nitu Singh
- Maytree Production Company
- Ng Teng Fong Charitable Foundation Limited
- Rotary Club of Hong Kong Northeast
- Abraham Shek
- Rusy M. Shroff, BBS, MBE and Purviz R. Shroff
- Sino Group
- Student Social Service Society of Hong Kong
- University of Science and Technology Student Union
- TRAILWATCH
- Chantal Wong and Doreen Merkel
- WYNG Foundation
- Yun Lin Hu Memorial Scholarships and Bursaries for Ethnic Minority Students
- Zonta Club of the New Territories Charitable Trust



⁶ Donations to Unison over HKD10,000



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