



HONG KONG UNISON LIMITED
香港融樂會有限公司

ANNUAL ACTIVITY REPORT

FOR THE YEAR ENDED 31 March 2015



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

Foreword

2014/15 had been a year full of challenges and opportunities for Unison. After years of advocating a Chinese as a second language (CSL) policy for ethnic minority students, the Government in its *2014 Policy Address* finally introduced a second language learning framework and other measures to support the learning of Chinese for ethnic minority students. However, Unison's work on CSL does not cease because of the Policy Address announcement. There is still much to be improved and work to be done to ensure effective teaching and learning of Chinese for ethnic minority children.

The flaws in the Race Discrimination Ordinance (RDO) have repeatedly drawn criticisms from the United Nations (UN) and Unison has always advocated amendment to the RDO. This year it is particularly timely because the Equal Opportunities Commission conducted a review of the discrimination ordinances. We will continue to lobby the Government to accept the proposed amendments and submit report to the UN Committee on the Elimination of Racial Discrimination. Meanwhile, it is Unison's priority to promote the inherent values of the race discrimination laws to eliminate discrimination thereby creating a more inclusive society.

One of Unison's goals is to ensure ethnic minorities' voices are directly heard by the society. Through capacity building in the Youth Development Programme and empowerment work in community organising, ethnic minorities are now more equipped to influence and participate in policy reforms that affect them. During last year, we successfully facilitated two concern groups to lobby legislators on education needs and submit policy recommendations to the Chief Executive.

Unison has been blessed with a competent team of dedicated staff and a group of wonderful board members who provided relentless support that carried Unison through especially when the position of executive director was unfilled. Looking forward, we are committed to enhancing our research and campaign work. We continue to serve the ethnic minority residents in Hong Kong to ensure they have equal access to and enjoyment of rights in Hong Kong. No one should be excluded from social participation due to differences in race, culture and language. I believe the unjust situation of ethnic minorities can be improved, if not eliminated. On behalf of Unison, I thank you and plead for your continuous support.



Phyllis Cheung
Executive Director, Hong Kong Unison

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Timeline of Major Activities/Events: April 2014 to March 2015

<ul style="list-style-type: none"> • Democracy and Ethnic Minority Rights Seminar • Cultural sensitivity talks 	April	
	May	<ul style="list-style-type: none"> • UN Committee of Economic, Social and Cultural Rights • Roundtable on “Chinese as a Second Language Education – the Way Forward” • Outstanding Progress Award on Chinese Language Learning for Ethnic Minority • Workplace visit for Form 5 students
<ul style="list-style-type: none"> • Participation in Civil Referendum • DSE Support • Scholarship team building activity • Movie night: “The Banished Kids” • Updated resources for Liberal Studies 	June	
	July	<ul style="list-style-type: none"> • Attended consultation meetings of discrimination law review • Concern group for discrimination law review • Submission to LegCo on Chinese Language Education of Ethnic Minorities
<ul style="list-style-type: none"> • Talk at Employees Retraining Board • “Dialogue in the Dark” • Home visits 	Aug	
	Sep	<ul style="list-style-type: none"> • Outreach to ethnic minority parents • Career guidance and life planning school talks • Book Launch: 《無酵餅 – 「中文為第二語言」教與學初探》
<ul style="list-style-type: none"> • Induction of 14/15 Scholarship Scheme • Hikathon • Submission to the EOC on discrimination law review • Submission to CEDAW • Universal suffrage and democracy sharing session 	Oct	
	Nov	<ul style="list-style-type: none"> • Interview skills workshop for Form 5 students • Submission on Policy Address
<ul style="list-style-type: none"> • Scholarship awardees camp • 1st Unison Day 	Dec	
	Jan	<ul style="list-style-type: none"> • Campaign on equal treatment towards ethnic minorities in banking institutions • Policy address petition
<ul style="list-style-type: none"> • Parents Group meetings • Cultural sensitivity talks 	Feb	
	Mar	<ul style="list-style-type: none"> • Elimination of Racial Discrimination Week • Scholarship awardees service day • Conclude data collection for Parental Choice Research

Advocacy and Campaign

One of Unison's goals is to advocate policy reforms to benefit disadvantaged ethnic minority residents in Hong Kong. We continuously advocate for equal opportunities in education, support amendments to the Race Discrimination Ordinance (RDO) and promote equal access to services. Our two pillars in the Inclusive and Equitable Education Programme are:

Chinese learning for ethnic minorities It is important that ethnic minority students have opportunities to gain sufficient Chinese proficiency while they are in school. In addition to regular networking with educators, academics and other stakeholders, Unison organized a roundtable discussion on “Chinese as a Second Language Education – the Way Forward” and published 《無酵餅 – 「中文為第二語言」教與學初探》 to engage stakeholders including the government on developing Chinese as a second language and other support measures.

Eliminate de-facto segregation in public schools Unison is critical of the de facto racial segregation in the public education system as it limits social integration and development of ethnic minority students in Hong Kong. We made submissions to the Legislative Council and the United Nations' Committee (ICESCR¹ and CEDAW²), and met with the Education Bureau to demand immediate and effective measures to remedy the dire situation that violates the RDO and various international human rights treaties. We urge inclusion in mainstream schools and racial sensitivity training for teachers of all subjects.



Roundtable Discussion on “CSL Education – The Way Forward”



Press conference for participating in the UN ICESCR Meeting

Discrimination Law Review

- Bring government's exercise of powers and performance of functions within purview of the RDO
- Include nationality and resident status as protected characteristics
- Repeal limitations regarding medium of instruction in the fields of education and vocational training

We met with the Hospital Authority, the Vocational Training Council, the Employment Retraining Board, the Labour Department, the Ethnic Minority Forum, and the Legislative Council to enhance ethnic minorities' access to public services.

More than **300**

Number of media reports on Unison advocacy work

¹ International Convention on Economic, Social and Cultural Rights

² Convention to Eliminate Discrimination against Women

Youth Development

Unison is committed to developing and empowering ethnic minority youth as they are the future pillars of Hong Kong. We encourage primary students in to learn Chinese, provide career guidance and life planning skills 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.

29
Schools



Outstanding Performance Award on Chinese Language Learning for Non-Chinese Speaking Student

63
awards

26 school talks delivered to 3,249 ethnic minority students



Goal setting talk

Self-understanding
Goal setting
Life planning
Continuous-education
Career guidance
Interview skills
Workplace visits
DSE Support



Visit to the Police Station

25 scholarship recipients received HK\$408,300 in scholarship funds



2014/15 scholarship recipients



Activities to empower and enhance scholarship recipients

Community Organizing

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.

Mobilized parents to join meetings organized by the Education Bureau to learn more about and express their views on the *Chinese Language Curriculum Second Language Learning Framework*.

Focus groups to collect viewpoints and opinions of ethnic minorities on the Discrimination Law Review and attend the EOC public consultation forums.

“Democracy and Minority Rights Seminar” to raise awareness of ethnic minorities on equality, democracy and consciousness of citizenship.

Movie nights to stimulate ethnic minority youth on their participation in social movements.

Organized ethnic minority youths to participate in the Civil Referendum to fight for democracy and universal suffrage in Hong Kong.

Sharing session during the political reform period to share their views on universal suffrage and democracy.

Parents’ Concern Group to explore difficulties in education faced by parents of kindergarten children and discuss education issues particularly on Chinese language teaching and support.

Mobilized ethnic minority youths to petition to the Chief Executive on policy recommendations for the 2015 Policy Address.



Democracy and Minority Rights Seminar



Civil Referendum



Parents' Concern Group



Focus Group



Petition to the Chief Executive



Universal suffrage sharing session

Public Education

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

17 public education
talks and booths to over
2,000 people



Public Education talk at Employment Retraining Board



Exhibition to eliminate racial discrimination



Cultural sensitivity talk at Hong Kong University

Direct Services

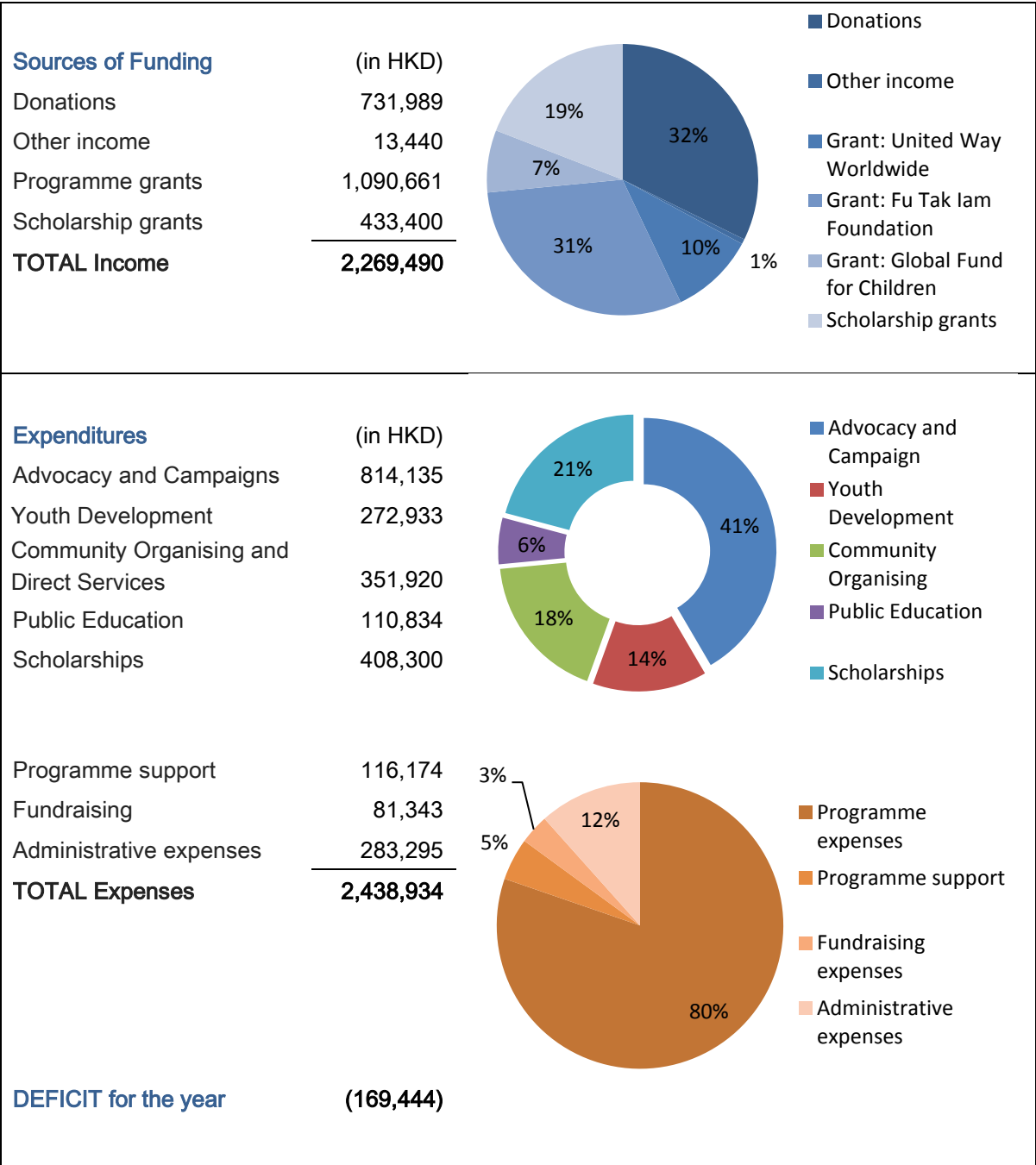
Unison provides tangible support through individual casework, home visits, support services, referrals, tutor matching, and job posting to ethnic minority individuals and families who are in need. We offer support to ethnic minorities in racial discrimination cases and assist them to lodge complaints to the relevant authorities.



49	Casework
261	Enquiries
168	People engaged during outreach
86	Job advertisements sent



Financial Highlights



Governance

Executive Committee

<i>Chairperson</i>	Ms. Margaret Ng
<i>Vice Chairperson</i>	Dr. Wong Hung
<i>Vice Chairperson</i>	Ms. Alice Chong
<i>Hon Treasurer</i>	Ms. Po Wah Cheng
<i>Hon Secretary</i>	Mr. Wing Lok Poon



Committee Members

Ms. Raees Begum Baig (resigned on 6th Dec)
Mr. James Arthur Elms (resigned on 6th Dec)
Dr. Stephen Fisher (appointed on 6th Dec)
Ms. Paryani Puja Kapai
Mr. Kin Kwok Lai
Mr. Yuk Kai Law
Ms. Shalini Mahtani (resigned 14th April)
Ms. Julie Kathleen Richard
Mr. Rajkumar Tiwari
Mr. Michael Vidler
Ms. Fermi Wong (appointed 6th Dec)



Acknowledgement

Hong Kong Unison 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 funders and donors:

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- AFH Charitable
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- Delia Group of Schools
- Fu Tak Lam Foundation
- Global Fund for Children
- Kowloon Union Church
- Ma Sau Man
- Ng Teng Fong Charitable Foundation Limited
- Remad Foundation Limited
- Rotary Club of Hong Kong Northeast
- Savant Pandurang Mahadev and Nahar Nitu Singh
- Rusy M. Shroff, BBS, MBE and Purviz R. Shroff
- 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

Corporate partners

- ANZ Hong Kong
- The Bank of New York Mellon
- Barclays
- Clifford Chance
- Holiday Inn Golden Mile Hong Kong
- Island Pacific Hotel
- Morgan Stanley

Community partners:

- Catholic Diocesan Pastoral Centre for Workers (Kowloon)
- Civil Aviation Department
- Equal Opportunities Commission
- Mr. Lee Kam Kuen
- Hong Kong Police Force
- Salvation Army Yau Ma Tei Integrated Service for Young People
- Ms. SO Siu Lin
- Mr. TAM Kwok Ho



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