

# Racial Integration in HK:

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## Policy and Practice Implications

*Presented by*

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## Introduction

- Fundamental questions
- Clarification of terms and concepts

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## Fundamental questions



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### (Re)conceptualization of the system:

- Who are we as a society?
- What are our core values?
- Who are "HongKonger"/ Hong Kong People?

That is, who and what is the system designed for – past, present and future??

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## The Chipao/ Cheung Sam Story



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## Fundamental questions



- Why the issue of “race”?
  - What about issues related to gender, faith, (dis)ability, sexual orientation, age, language, culture etc. etc.
- Why “integration”, not “assimilation”?
  - “Integrating” to “what”? “Assimilating” to “what”?
- Why “racial integration?”

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## □ Assuming we are talking about true “racial integration”



- Why do we want to do it?
- How are we going to go about doing it?

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## The “Whys” and the “Hows”

### □ The “whys”

- Social cost: Inequity is very expensive
- HK as Asia’s World City: “..openness and diversity”
- Embracing diversity and inclusion bring innovation, creativity, and ultimately a more harmonious and better society
- Global citizenship
- Communities pay taxes
- Moral and ethical stances – “It is the right to do!”



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## The “Whys” and the “Hows”

### □ The “Hows”

- Equity framework
- Community development approach – building community capacity
- Community-institutional partnership
- Linkages with other social/ civil society movements
- Integrative anti-racism framework



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## Integrative Anti-racism Framework 2

### Anti-racism Education and training

- Board of Directors, management, line staff, volunteers and students
- History, terms and concepts
- Experiential – process of learning and unlearning (power, privileges and social locations)

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## Integrative Anti-racism Framework 3

### Anti-racism organizational change

- 5 – 10year process
- Governance- diversity represented in all levels of governance; develop a matrix of “representations” of multiple voices/ perspectives, e.g. Youth committee – diverse within diversities
- Involve communities at all levels
- Review HR policies and practices to reflect changing demographic characteristics
- Communication
- Benchmarking
- Transparency, accountability

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## Integrative Anti-racism Framework 4

### Anti-racism service delivery

- Mapping the community – conduct an ongoing comprehensive needs assessment of changing demographics in neighborhoods
- Community development and outreach
- Family, community and individual focused  
NB: individuals’ lives are within the context of families and communities
- Holistic approach- physical, psychological, emotional and spiritual

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## Integrative Anti-racism Framework 5

### Anti-racism service delivery (cont’d)

- Build bilingual/ multilingual and multicultural capacity
  - Hiring members from diverse communities is a priority
  - education and training
  - Budget in these expenses
- Cultural interpreter services beyond mere translation
- Develop models of best practices – you’re walking on uncharted terrains!

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## Integrative Anti-racism Framework 6

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- Research
  - Integral part of policy-making process
  - Community-institutional partnership
    - Contractual agreement – part of power sharing
- Coalition-building



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## Challenges

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- Small percentage of EM populations
- Absence of universal suffrage
- Post-colonial identity in the making – an ongoing debate and tension
- Comprehensive mapping of the terrain
- Workable strategies

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