

Fundamental questions



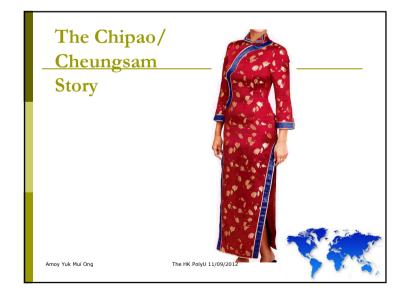
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(Re)conceptualization of the system:

- 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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- 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"?

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Why "racial integration?"

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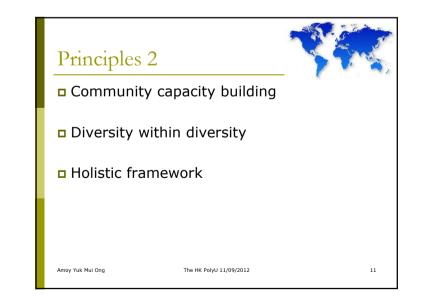


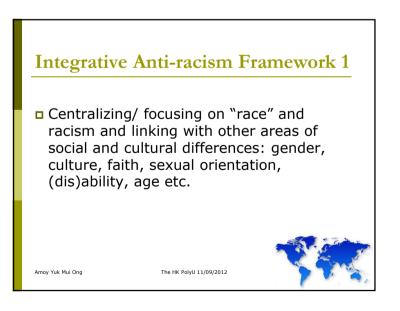


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Integrative Anti-racism Framework 3 Anti-racism organizational change 5 – 10vear process Governance- diversity represented in all levels of governance; develop a matrix of "representations" of multiple voices/ perspectives, e.g. Youth committee – diverse 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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Challenges	
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 Amoy Yuk Mui Ong The HK PolyU 11/09/2012 	18