



SEPTEMBER 2024

CUHK Joins Hands with EOC for Racial Diversity & Inclusion Charter

Pledging for Diversity in the Workplace

On June 27, 2024, The Chinese University of Hong Kong (CUHK) reaffirmed its enduring commitment to racial diversity and inclusion by participating in the Racial Diversity & Inclusion Charter for Employers instituted by the Equal Opportunities Commission (EOC). This strategic move underscores CUHK's ongoing efforts to promote racial diversity and create a welcoming and respectful campus.



The Signing Ceremony: A Commitment to Diversity

The signing ceremony saw the presence of key figures from both the EOC and CUHK. Prof. Nick Rawlins, Pro-Vice-Chancellor and Vice-President (Student Experience), and Chairperson of the Diversity and Inclusion Steering Committee (DISC), signed the Charter on behalf of the University. Ms. Linda Lam, Chairperson of the EOC, welcomed CUHK's adoption of the Charter, which provides a framework for organisations to enhance its policies and practices in support of an inclusive working culture.



Ms. Linda Lam (left), Chairperson of the EOC, and Prof. Nick Rawlins (right), Pro-Vice-Chancellor and Vice-President (Student Experience) of CUHK, at the signing ceremony for the Racial Diversity & Inclusion Charter for Employers.

Embracing the Charter: CUHK's Dedication

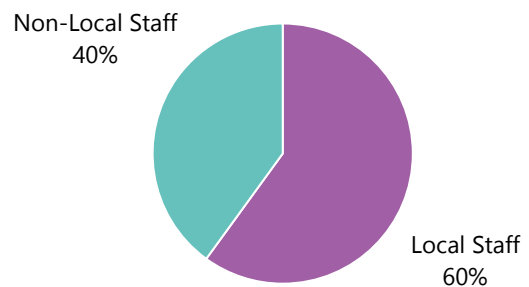
CUHK's decision to join the Racial Diversity & Inclusion Charter for Employers is a significant milestone in its ongoing journey towards creating a more inclusive and diverse workplace. By pledging to uphold the Charter's goals, CUHK commits to progressing inclusive policy development, fostering an inclusive culture, and maintaining a supportive working environment. This alignment with the Charter reinforces CUHK's dedication to embedding diversity and inclusion into every aspect of its operations.

CUHK's Commitment to Racial Diversity and Inclusion

CUHK has long been striving to create a campus environment that celebrates cultural differences and promotes diversity. Here are some highlights of the University's initiatives and achievements:

Diverse Workforce

As of December 2023, CUHK's workforce includes approximately 40% non-local staff from over 50 countries and regions including countries such as India, Pakistan, the Philippines, Indonesia and Turkey. In the QS World University Ranking 2025, CUHK achieved a perfect score for its international faculty ratio. With 56.5 international faculty members per 100 faculty members, CUHK significantly surpasses the global median of 7.8.



Prof. Nick Rawlins, Chair of the DISC, emphasises the importance of maintaining racial diversity at CUHK: "Here's why it matters. Universities are all about talent. The best universities need to attract talent from across the world and to ensure that everyone who joins them will feel welcome. Diversity in a workforce builds in extra creativity. Novel answers come from looking at old problems in fresh ways. And outside the lecture halls, the libraries, and the laboratories, it enables us all to live on a more interesting and culturally richer campus."

Inclusive Hiring and Career Advancement

CUHK's transparent and equitable recruitment and review processes are fundamental to maintaining a diverse and inclusive workforce. Comprehensive recruitment and appointment policies are in place to ensure the selection decision is based on one's credentials and qualifications without discriminating against any candidate on the grounds of race. Recommendations for appointments, substantiation, promotion and extension of service are subject to multiple tiers of review, according to the approved assessment criteria. These prevailing policies and practices safeguard the fairness of the process without taking one's race as a factor for consideration, thereby supporting the University's mission of fostering a multicultural and dynamic academic environment.



Inclusive Facilities

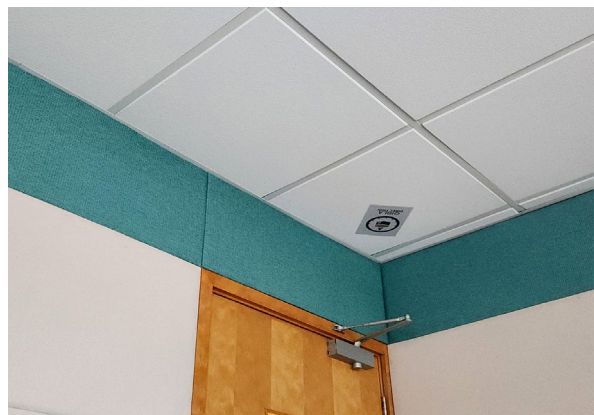


The provisions of various inclusive facilities reflect the University's broader commitment to racial inclusion. Students and staff have access to spaces for prayer and meditation that accommodate various faiths and practices.



The "Space@JFC" in John Fulton Centre [left] and The Meditation Chapel (Photo courtesy of Chaplain's Office, Chung Chi College) [right] cater to different religious communities, promoting an inclusive environment.

Members with an Islamic cultural background can find support from the Centre for the Study of Islamic Culture, which plays the role of a rallying point for the CUHK Muslim community. Not only does it organize the Friday Congregational (Jumah) Prayer on campus, but also community events like Orientation Dinner, Iftar (fast-breaking) Dinner, etc.



Multifaith prayer rooms equipped with Qibla pointers are available in some residence halls of United College. (Photo courtesy of United College)

Diverse dietary options such as halal and vegetarian food are available to meet the needs of the multicultural community. These initiatives not only support cultural and dietary diversity, but also showcase the University's commitment to fostering a welcoming environment where individuals of all backgrounds feel respected and included.



A Hot Bento vending machine at Chan Chun Ha Hostel (top) and a dedicated food outlet at the Li Wai Chun Building (below) provide halal and vegetarian food options.

Proper Redress and Support

Ensuring there are effective mechanisms for redress is a critical component for preventing discriminatory practices and upholding an inclusive culture. The University has “Procedures for Handling Discrimination Complaints” in place to allow staff members to raise concerns and seek recourse if discrimination, harassment, or unfair treatment occurs. Designated officers of the Diversity and Inclusion Office provide advice on the options for dealing with allegations or complaints and offer assistance in resolving the issues. Besides, staff members can access support and counselling through the University’s Employee Assistance Programme, which offers 24-hour service with a hotline.



Moving Forward : CUHK’s Vision for Diversity and Inclusion

CUHK’s active involvement in the Racial Diversity & Inclusion Charter for Employers indicates its steadfast dedication to promoting racial diversity, aligning seamlessly with its Diversity & Inclusion Policy. Emphasising values of openness, civility, and inclusivity, CUHK aims to foster an environment where racial diversity is celebrated and equal opportunities are firmly established. By signing the Charter, CUHK reinforces its commitment to creating an inclusive campus where all members are able to realise their full potential and navigate effectively in a diverse professional landscape.