

# Diversity List 2020: **Women's Voices**

Friday October 9, 2020

The Zubin Foundation

Improving the lives of Hong Kong's marginalised ethnic minorities.  
[www.zubinfoundation.org](http://www.zubinfoundation.org) | Registered Charity IR: 91/12344



# Diversity List 2020

an initiative of The Zubin Foundation

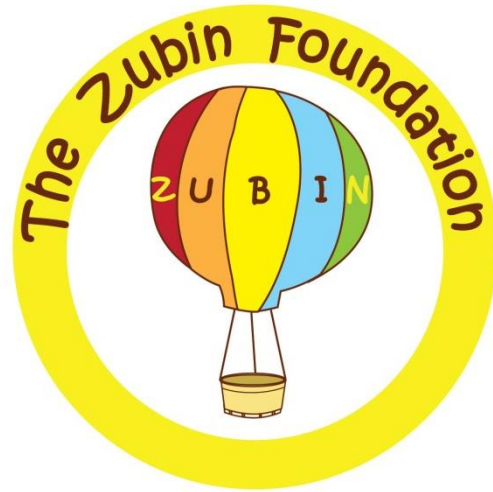


# Welcome & Introduction

**Ms. Catherine Husted**

Board Member, The Zubin Foundation & Head of Pro Bono and  
Community Investment, Hong Kong, Allen & Overy





Improving the lives of Hong Kong's marginalised ethnic minorities by providing opportunities and reducing suffering

We do this by:

1. Conducting **research**
2. Developing and implementing **impactful projects**
3. Influencing **public policy** to drive systemic change



# Services and Projects



## Women & Girls

*Providing women and girls with support and skills.*

## Opportunities

Providing opportunities so that EMs may meet their potential

## Children

Ensuring the most vulnerable children in HK are given a chance.

## Representation

Including ethnic minority voices in public policy .

## Mental Health

Ensuring EMs have access to mental health help.

## Changing Mindsets

Raising awareness of ethnic minorities and their issues in Hong Kong.

## Covid -19



**Diversity List 2020**  
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**The Institute of Racial Equality in Hong Kong**  
an initiative of The Zubin Foundation



# Rundown

|         |   |
|---------|---|
| 12.45pm | <b>Welcome and Introduction</b><br>By <b>Ms. Catherine Husted</b> , Board Member, The Zubin Foundation & Head of Pro Bono and Community Investment, Hong Kong, Allen & Overy  |
| 12.50pm | <b>Opening Remarks</b><br>By <b>Mrs. Indra Banga</b> , Co-founder and Director, The Caravel Foundation  |
| 12.57pm | <b>About Diversity List and 5 Year Impact</b><br><b>Naming the Candidates with Video</b><br><b>Introducing the Panel Discussion</b><br>By <b>Ms. Shalini Mahtani</b> , Founder and CEO, The Zubin Foundation  |
| 1.15pm  | <b>Panel Discussion: <i>The Impact that Ethnic Minority women make across Hong Kong</i></b><br>Moderator:<br><b>Mr. Gary Wong</b> , Director, Public Affairs, Gaw Capital, Founder of InspiringHK Sports Foundation<br>Panelists:<br><b>Ms. Arfeen Bibi</b> (Teacher and PhD Candidate)<br><b>Ms. Shalini Sujanani</b> (Managing Director, ING Bank)<br><b>Dr. Theresa Cunanan</b> (Senior Lecturer)<br><b>Ms. Lilly</b> (Social Media Guru). |
| 1.55pm  | <b>Wrap up and next steps</b><br>By <b>Ms. Shalini Mahtani</b> , Founder & CEO, The Zubin Foundation  |
| 2.00pm  | <b>End of event</b>   |





# Keynote

## The Responsibility of Ethnic Minority Women

**Mrs. Indra Banga**  
Co-founder and Director, The Caravel Foundation





# About Diversity List & Impact 2016 - 2019

**Ms. Shalini Mahtani**  
Co-founder and CEO, The Zubin Foundation



# Thank You!

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## Advisory Partner

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SpencerStuart

## Platinum Sponsors

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ALLEN & OVERY



## Silver Sponsor

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Linklaters





# Objectives of Diversity List

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1. **Increase representation** of ethnic minorities on HKSARG committees.
2. **Engage and onboard top HKSARG leaders** to the importance of representation.
3. Identify ethnic minority role models who can serve as **visible** role models in the community.





**Mr. Jeffrey Andrews**  
Committee on Personalized Vehicle Registration Marks (PVRM) Vetting Committee (VC), appointed 1 June 2020



**Prof. Naubahar Sharif**  
Committee on Mental Health Review Tribunal Member, appointed 1 April 2019



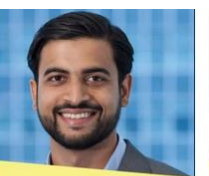
**Dr. Theresa Cunanan**  
Committee on Hong Kong Housing Authority, appointed 1 April 2020



**Mr. Azan Aziz Marwah**  
Chief Secretary's Advisory Committee on Legal Advice for Unrepresented Litigants, appointed 1 April 2020



**Mr. Gurmel Singh**  
Committee on Personalized Vehicle Registration Marks (PVRMs) Vetting Committee, appointed 1 June 2020



**Mr. Yasir Ahmed Naveed**  
Food Wise Hong Kong Steering Committee, appointed 30 August 2019



**Dr. Renu Bhatia**  
The Listing Committee of the HKEX, appointed 5 July 2019



**Ms. Lamia Sreya RAHMAN**  
Committee on the Promotion of Racial Harmony, appointed 1 June 2019



**Mr. Azan Aziz MARWAH**  
Appeal Tribunal Panel under section 45 of the Buildings Ordinance, appointed 1 December 2018



**Ms. Meena Datwani**  
Esate Agent Authority, appointed 1 November 2018



**Ms. Jonnet Bernal Kudera**  
Committee on Personalized Vehicle Registration Marks (PVRMs) Vetting Committee, 1 June 2020



**Ms Ali Maheesh Un Nisa**  
Committee on Personalized Vehicle Registration Marks (PVRMs) Vetting Committee, Appointed 1 June, 2020



**Mr. Razi Raza Nasir**  
Committee on Personalized Vehicle Registration Marks (PVRM) Vetting Committee (VC) of the Transport Department, appointed 1 Jun 2020



**Dr. Renu Bhatia**  
Committee on Member of the Board of Review (Inland Revenue Ordinance), appointed 1 January 2020- 2023



**Mr. Ajmal Samuel**  
Sir David Trench Fund Committee, appointed January 2017- 2019



**Ms Anshah Majeed MALIK**  
Commission on Poverty, appointed 1st July 2018



**Mrs. Alia Elizabeth EYRES**  
Personalized Vehicle Registration Marks (PVRMs) Vetting Committee (VC), appointed 1st June 2018



**Mr. Alterin Jeffrey ANDREWS**  
Personalized Vehicle Registration Marks (PVRMs) Vetting Committee (VC), appointed 1st June 2018



**Mr. Azan Aziz MARWAH**  
Personalized Vehicle Registration Marks (PVRMs) Vetting Committee (VC), appointed 1st June 2018



**Miss Bakar Fariha Salma Delya**  
Commission on Children, appointed 31st May 2018



**Dr. Rizwan Ullah**  
Youth Development Commission (YDC), appointed 1st April 2018



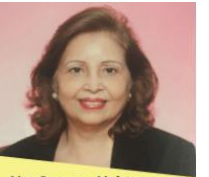
**Ms Sabita Prakash**  
Member, Resolvability Review Tribunal, appointed 23rd March 2018



**Dr. Theresa Cunanan**  
Human Resources Planning Commission, appointed 19th March 2018



**Prof. Naubahar Sharif**  
Lay Member, Committee on Mental Health, appointed 28th Nov 2017



**Mrs. Poonam Mehta**  
Non-official Member, Committee on the Promotion of Racial Harmony (CPRH), appointed 1st June 2017



**Ms. Huseina TYEBKHAN**  
Personalized Vehicle Registration Marks Vetting Committee, appointed 1 June 2016

# Impact of Diversity List

2016 – 2019



**Dr. Theresa Cunanan**  
Committee on the Promotion of Racial Harmony, re-appointed 1 June 2017



**Dr. Rizwan Ullah**  
Member, Equal Opportunities Commission (EOC), appointed 18th May 2017



**Dr. Rizwan Ullah**  
Member, Joint Committee on Student Finance (JCSF), Education Bureau, appointed 1st Apr 2017



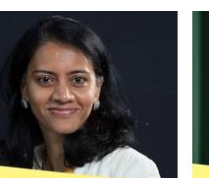
**Ms. Anita Gidumal**  
Consultation Panel Members of the West Kowloon Cultural District Authority, appointed 1st Mar 2017



**Dr. Karin Munasinghe**  
Enterprise Support Scheme Assessment Panel, appointed 2017



**Ms. Shalini Sujjanani**  
Independent Police Complaints Council, appointed 23rd Dec 2016



**Ms Sabita Prakash**  
Payment Systems and Stored Value Facilities Appeals Tribunal and Process Review Committee, appointed 1st Dec 2016



**Dr. Theresa Cunanan**  
Criminal and Law Enforcement Injuries Compensation boards, appointed 19th June 2016



**Ms. Anita Gidumal**  
Hong Kong Deposit Protection Board, appointed 10th June 2016



**Mr. Vijay Harilela**  
Committee on the Promotion of Racial Harmony, appointed 1st June 2016

# Total Appointments of Diversity List Candidates, 1 April 2016 – 31 July 2020

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**98**

Total Diversity  
List Candidates  
2016-2019

**36**

Total  
Appointments  
Made to  
Diversity List  
Candidates

**23**

Total Appointments  
Made were  
Represented by Total  
Number of Individuals

**23%**

% of DL  
candidates  
received an  
appointment

**9**

Ethnic  
Minority  
Male

**14**

Ethnic  
Minority  
Female

**6**

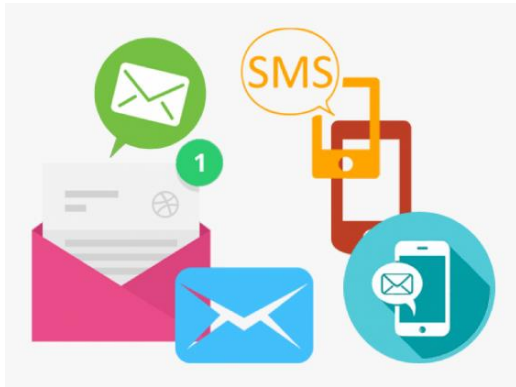
Ethnic  
Minority  
Youth (Age  
35 or Under)



# Methodology

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## 1. Outreach



- Outreach via emails and phone calls to individuals in the community including previous Diversity List Candidates.

## 2. Interviews



- 52 nominations
- 52 interviews

Advisory Partner:

**SpencerStuart**

## 3. Shortlisting



- 24 Candidates
- 5 nationalities
- 100% women



# Diversity List 2020: **Women's Voices**



## Diversity List 2020

an initiative of The Zubin Foundation



# Diversity List Candidate

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## Mehvesh Mumtaz AHMED

Director of Research  
Centre for Asian Philanthropy and Society



### Quote from Spencer Stuart

*Mehvesh is originally from Pakistan and now calls Hong Kong home. Mehvesh is one of the most skilled research analysts we have met. Mehvesh's background in the private and non-profit sectors, bilingual skills, and drive to serve the community is tremendously inspiring.*



# Diversity List Candidate

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## **Sangeeth AIYAPPA**

Director International Tax & Transaction Services – Transfer Pricing  
Ernest & Young Tax Services



### **Quote from Spencer Stuart**

*Sangeeth is originally from India where she started her career working with Oxfam. Sangeeth is exceptionally passionate about giving back to the community and volunteers her time mentoring youth from underprivileged backgrounds.*



# Diversity List Candidate

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## **Amrita ANAND**

Vice President, Human Resources Business Partner  
Bank of America Merrill Lynch, Hong Kong



### **Quote from Spencer Stuart**

*Amrita is a certified Ontological Coach and a role model for ethnic minority girls in Hong Kong. Amrita has vast experience working as an advisor in Human Resources, diversity & inclusion and recruitment. Amrita's exposure to diverse cultures and backgrounds is fascinating.*





# Diversity List Candidate

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## Angela Kaur BAURA

Founder and Storyteller  
Inkspirer



**Quote from Spencer Stuart**

*An empowering leader and writer who assists people through storytelling. Angela's love for writing is in service of members in the community. Angela is committed to serving her home, Hong Kong.*



# Diversity List Candidate

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## **Arfeen BIBI**

Assistant Panel Head  
Delia Group of Schools



### **Quote from Spencer Stuart**

*Arfeen is a very impressive Hong Kong Pakistani girl. Arfeen specializes in Education for ethnic minority teenagers and young adults. Arfeen's deep-rooted desire to invest in and mentor Hong Kong's ethnic minority youth stems from powerful personal encounters*



# Diversity List Candidate

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## **Symone Ameet BUDHRANI**

Recruiting Manager, Asia  
Linklaters



### **Quote from Spencer Stuart**

*Symone is a Hong Kong girl who has spent many years in Recruitment. Symone's extremely hard-working nature and perseverance over the years has resulted in many professional accolades at Linklaters. Symone is constantly seeking opportunities to contribute.*



# Diversity List Candidate

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## Hina BUTT

Curriculum Development Officer  
Center for Advancement of Chinese Language Education  
and Research (CACLER), The University of Hong Kong



### Quote from Spencer Stuart

*Hina is a Hong Kong Pakistani girl and trendsetter. Hina is superbly skilled in teaching Chinese to non-Chinese students. She is well versed with issues in the ethnic minority community and a leading voice representing Hong Kong's minority girls.*



# Diversity List Candidate

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## **Ashmi GHHONDEY**

President at The Equal Opportunity Student Ambassadors, Vice-President at Musubi HK, Vice-President (external) at JUNS HK and Founder and Director, Make A Difference! Summer Conference



### **Quote from Spencer Stuart**

*Ashmi is originally from Nepal. She is a leading and bright Youth Ambassador who works vigorously to empower youth from diverse ethnic communities. Ashmi is an outstanding student, currently serving as the President of The Equal Opportunity Student Ambassadors at The University of Hong Kong.*



# Diversity List Candidate

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## Shanti GOVINDARAJU

Head of Ethics & Regulatory Compliance  
PwC Hong Kong SAR



### Quote from Spencer Stuart

*Shanti is originally from Malaysia. Having lived in Australia and the UK, she feels most at home in Hong Kong. Shanti co-founded the PricewaterhouseCoopers (PwC) China, Hong Kong and Macau Compliance Office. Shanti is an active member of various organisations and enjoys spending time with her children.*



# Diversity List Candidate

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## **Jyotirmayee GUPTA (Jyoti MISHRA)**

Partner & Head of Client Relationships  
LSF Global



### **Quote from Spencer Stuart**

*Jyoti is originally from India and well-recognised for her complementary skills as a Business Coach, Speaker, Entrepreneur and Sales Specialist. Jyoti is also well-known in the community for organising community events for various Non-Government Organisations (NGOs) and other cultural events, such as Diwali exhibitions.*



# Diversity List Candidate

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## Neelam Rohit HARJANI

Founder & Director  
INSPIRE YOGA Hong Kong



### Quote from Spencer Stuart

*Neelam is a Hong Kong girl and the Founder of Inspire Yoga. Neelam teaches and practices yoga, and is the author of “Secrets to Live Stress Free.” She is a leading role model for many in the community, and is dedicated to helping individuals embrace healthier lifestyles.*





# Diversity List Candidate

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## Ritu Sunil HEMNANI

Director  
Heritage Publishing



### Quote from Spencer Stuart

*Ritu is a big fan of Hong Kong. Ritu educates young people through stories on the challenges of migrants, to nurture awareness and empathy. Ritu serves on the judging committee for Kids4Kids writing competition.*



# Diversity List Candidate

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## **Mamta Chandiram HOTCHANDANI**

Business Manager, APAC COO Regional President's Office  
UBS



### **Quote from Spencer Stuart**

*Mamta is a Hong Kong girl who is very admirable, hard-working and self-made. Mamta studied in a local school in Hong Kong. Despite enduring many challenges, Mamta paved her own path to success in the Banking and Finance industry. Mamta is a role model for many in Hong Kong's minority youth population.*



# Diversity List Candidate

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## **Archana KOTECHA**

Head of Legal Department  
Liberty Shared



### **Quote from Spencer Stuart**

*Archana is a dedicated Human Rights lawyer who goes above and beyond to ensure that her support and services are extended to clients in dire need. Archana is an expert in modern-day slavery matters and provides pro bono legal advice to ethnic minority female service users. Archana is fluent in English, French, Creole, Hindi and Urdu.*



# Diversity List Candidate

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## **Bhakti MATHUR**

Founder & Director  
Anjana Publishing



### **Quote from Spencer Stuart**

*Bhakti is the creator and author of the popular Amma Tell Me series of children's picture books about Indian festivals and mythology. Her inspiration to educate children about culture through stories is stimulating.*



# Diversity List Candidate

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## Moganaygee NAYAGAR

Professor  
HKU SPACE



### Quote from Spencer Stuart

*Dr. Moganaygee is a professor at The University of Hong Kong Professional and Continuing Education (HKU SPACE). She is smart, compassionate and eager to help make Hong Kong more inclusive.*



# Diversity List Candidate

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## **Ayesha NIHAL**

Management Trainee  
Lane Crawford



### **Quote from Spencer Stuart**

*Ayesha graduated from Hong Kong University of Science and Technology Business School. Ayesha is ambitious, passionate about working with children, and was student ambassador for UNICEF.*



# Diversity List Candidate

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## **Anjali Vashi NIHALCHAND**

Director & Pollinator  
Pollination Projects



### **Quote from Spencer Stuart**

*Anjali is originally from Hong Kong and a top branding and marketing specialist. Anjali is the Director of Pollination projects and is keen on promoting opportunities for minority individuals in Hong Kong. Anjali is kindhearted and eager to contribute to the betterment of Hong Kong.*



# Diversity List Candidate

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## **Resham PREMCHAND**

Head of Primary 6  
Japanese International School



### **Quote from Spencer Stuart**

*Resham was born in Taiwan, raised in Japan, United States, Singapore and Hong Kong. Resham is the head of Primary six at Japanese International School. She is a creative Mathematics teacher and works empathetically with students to build capacity and tap into their highest potential.*





# Diversity List Candidate

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## **Bidhya SHRESHTA**

Founder & Chairperson of Aama Ko Koseli,  
Research Assistant at HKU



### **Quote from Spencer Stuart**

*Bidhya is from Nepal and the Founder of Aama Ko Koseli. Bidhya is dedicated to educating minority women from Hong Kong and Nepal about menstrual hygiene. Bidhya's perseverance to problem-solving in the community is most commendable.*



# Diversity List Candidate

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## Sharmeen Jal Sorab SHROFF

Clinical Psychologist  
Central Minds



### Quote from Spencer Stuart

*Sharmeen is a mental health professional, an entrepreneur and the Founder of Central Minds. She believes in giving back to society, and her dedication to serving the community, including refugees, children and families, is most honourable. Sharmeen is a Hong Kong girl and committed to making Hong Kong more inclusive.*



# Diversity List Candidate

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## **Medina Hasanuddin SPEERS**

Home Country Integration Manager  
PathFinders



### **Quote from Spencer Stuart**

*Medina is originally from Indonesia. She has a passion to serve, and is devoted to working with migrant workers at Pathfinders. Medina often and very kindly provides pro bono stage make-up services to Hong Kong's community theatre participants.*



# Diversity List Candidate

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## **Gulnar VASWANI**

Chief Culture Officer

Gulnar Vaswani - Leadership Re-imagined



### **Quote from Spencer Stuart**

*Gulnar is a talented, innovative and proficient HR leadership specialist. Her professional and personal experiences in life have well-equipped Gulnar to serve as a trainer, coach and mentor.*



# Diversity List Candidate

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## **Quratulain ZAIDI**

Clinical Psychologist and Founder  
MindNLife



### **Quote from Spencer Stuart**

*Dr. Zaidi is originally from the UK, and has lived between Singapore and Hong Kong for 19 years. Dr. Zaidi is dedicated to serving the community and is very passionate about supporting women and girls from minority backgrounds.*





# Congratulations



## Diversity List 2020

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# Panel Discussion

***The Impact that Ethnic Minority Women Make Across Hong Kong***



# Panel Discussion



**Diversity List 2020**  
an initiative of The Zubin Foundation

## *The Impact that ethnic minority women make across Hong Kong*



**Moderator:**

**Mr. Gary Wong**

Head and Director of Public Affairs and Marketing, Gaw Capital, Founder of InspiringHK Sports Foundation, Member of Equal Opportunities Commission and Non-official Member of Commission on Children



**Ms. Arfeen Bibi**

Teacher and PhD Candidate



**Dr. Theresa Cunanan**

Senior Lecturer  
HKBU



**Ms. Shalini Sujanani**

Managing Director  
ING Bank



**Ms. Lilly**

Social Media Guru &  
Youtuber







# Closing Remarks

**Ms. Shalini Mahtani**  
Co-founder and CEO, The Zubin Foundation



# Please donate to EM Girls in School



<https://www.zubinfoundation.org/donate>

## Period Poverty Box

- 65% of EM girls say that if they received free sanitary items, it would reduce the financial burden
- \$HK1,200
  - Sanitary Supplies for 12 months, day and night
  - The education – 3 sessions
  - Access to our emotional support through Call Mira

# The Boardlist

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- New Collaboration The BoardList in the USA
- An online platform that connects women and underrepresented minorities with global leadership opportunities.
- Offers online training opportunities
- All our Diversity List candidates will be invited to join



Connecting  
exceptional diverse  
candidates with global  
board opportunities.

Join us today!

14,000 members • 1,700 companies • 5,000  
candidates





| Date                         | Topic  |
|------------------------------|--|
| July 24, 2020<br>Friday      | <b>What you need to know about Hong Kong's ethnic minorities</b><br>The topics covered will be the ethnic minority landscape, how ethnic minority youth feel about their treatment and ways forward to build an inclusive Hong Kong. |
| August 24, 2020<br>Monday    | <b>How is Covid-19 impacting ethnic minorities?</b><br>The disproportionate impact of Covid-19 on poverty and joblessness in Hong Kong's ethnic minority community.  |
| September 25, 2020<br>Friday | <b>What is the Status of Women and Girls in the ethnic minority community?</b><br>The Status of Ethnic Minority Women and Girls and CALL MIRA, the only helpline for women and girls in crisis                                       |
| October 9, 2020              | <b>Launch of Diversity List: Women's Voices</b><br>24 Women to Watch and the Impact that ethnic minority women make across Hong Kong.  |
| October 23, 2020             | <b>Marginalised children in the EM community including Special Education Needs (SEN)</b> The issues faced by EM children and ethnic minorities parents of special needs children.  |





# The Zubin Foundation

Registered Charity in Hong Kong  
IR 91/12344

## Thank you

With thanks to our wonderful 2020 summer interns:

- **Sheila Yu** for formatting the publication
- **Sheena Steven** being the videographer and editor of the videos with the 24 candidates

For further information, please contact

[info@zubinfoundation.org](mailto:info@zubinfoundation.org)

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