

3

Impact  
Report  
2015-2017  
yrs

## ABOUT THE ZUBIN FOUNDATION

The Zubin Foundation is a leading social policy think tank and charity in Hong Kong, named after Zubin Mahtani Gidumal.

Our mission is to shed light on enduring barriers to fairness and opportunity. We engage with stakeholders to shape effective solutions – both through policy recommendations and direct empowerment projects. Our work is centred around a spirit of collaboration and a rigorous commitment to positive, lasting outcomes.

As a registered charity in Hong Kong (IR 91/12344), we rely on donations from individuals, corporations and foundations to fund our work.

For more information, please visit: [www.zubinfoundation.org](http://www.zubinfoundation.org) or email [info@zubinfoundation.org](mailto:info@zubinfoundation.org).

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## Problem Identified

### Problems are widespread

**Ethnic minorities face problems in many areas of life**, including education, employment, and access to housing. Yet, less than 1% of those who help the government address these issues are ethnic minorities themselves.

## Our Solutions

### Inclusion of ethnic minority voices in decision-making

We need to increase the representation of ethnic minorities in government advisory committees so that their voices are heard and views considered.

## Our Interventions

### Diversity List

- To give the HKSARG a pre-screened list of ethnic minorities to sit on HKSARG advisory committees.

### Town Halls

- For senior government officials to engage directly with ethnic minorities.

### Submissions to HKSARG

- Views of ethnic minorities presented by written submission.

## Output

### Diversity List 2016 & Diversity List 2017

- **120** nominations received from **8** ethnicities
- **38** candidates

### Town Halls with:

- Chief Secretary, **Mrs Carrie Lam**
- Cheif Secretary, **Mr Matthew Cheung**
- Secretary for Labour & Welfare, **Dr CK Law**

- **500** ethnic minorities residents
- **120** non-Chinese speaking children

### Policy recommendations for:

- 2016/2017 Policy Address
- 2017/2018 Policy Address
- Population Policy Consultation
- Discrimination Law Review Consultation
- Establishment of Children's Commission

## Impact

- Strengthened role of ethnic minorities in policymaking with **11** appointments to government advisory bodies.

- Ethnic minorities engaged widely in public policy dialogue.
- Ethnic minority voices elevated to highest levels of government.
- Awareness and commitment from senior policymakers — including HKSAR Chief Executive — to addressing chronic barriers to opportunity facing ethnic minorities.



## Problem Identified

### Special education needs

Nearly 60% of non-Chinese speaking (NCS) children with special education needs (SEN) drop out between primary and secondary school.

## Our Solutions

We need to understand how primary schools cater to NCS children with SEN.

## Our Interventions

### Stakeholder engagements with:

- **124** children from **113** families
- **17** NGOs
- **22** government/aided schools
- **21** public special schools
- **19** international/private schools
- **1** private special school
- **3** legislators
- **2** overseas experts
- **Education Bureau**

### Kindergarten children

Ethnic minority students are at a language deficit in primary schools, and find it difficult to catch up.

We need to understand if the language gap starts before primary school, or before kindergarten.

We need to then identify what can be done to address this deficit.

### Stakeholder engagements with:

- **36** kindergartens across **8** geographical districts

## Output

### Published research:


Landscape Study: Primary School Education for Non-Chinese Speaking Children with Special Education Needs in Hong Kong

Meetings with Secretary for Education, **Kevin Yeung** and Undersecretary for Education, **Christine Choi**.

### Policy recommendations:

- Provide English speaking public school
- Press private schools to admit and accommodate SEN children
- Enhance accountability and transparency of primary schools for SEN children

## Impact

- First-ever landscape study on ethnic minority children with SEN.
- Awareness and commitment from Education Bureau to addressing the concerns.
-  Talks with EDB and relevant departments in progress



In progress

### Published research:

Securing a Good Start for Chinese as an Additional Language For Kindergarten Students

 in progress



## Problem Identified

### Youth

Despite being an important part of Hong Kong's future workforce, most ethnic minority youth do not enjoy the high level of education and employment as their ethnically Chinese peers.

Many ethnic minorities in Hong Kong don't want to be called "ethnic minorities".

### Ethnic minority youth leaders

There are many youth committees in Hong Kong, but most don't include ethnic minority youth.

### Pakistani girls

Pakistani girls in Hong Kong do not enjoy the same level of education and employment as girls from other ethnic minority communities.

### Ethnic Minority Poverty and Assisting Women

Ethnic minority women face lower levels of education and employment than their Chinese counterparts. In addition, their families are more likely to suffer from medical problems. Pakistanis in particular are 3 times more likely to be victims of poverty than their Chinese counterparts.

## Our Solutions

We need to understand what grassroots ethnic minority youth feel about their future, their barriers to opportunity, and how they want to be identified.

We need to identify high potential ethnic minority youth and give them opportunities and tools to achieve their career and life aspirations.

Understanding the aspirations of Pakistani girls in order to assist them in a culturally sensitive way.

We need to help women lift their families out of poverty by addressing their concerns and by helping them with solutions regarding health, education and employment and others.

## Our Interventions

### Engagements with:

- **253** youth aged 15-24, from **9** ethnicities

### In-depth interviews with:

- **19** girls  **3** boys 

### Call Mira - A Helpline for South Asian Women and Girls

## Output

In progress

### "Your Voice • Your Choice" Youth Engagement and Empowerment

In progress

### Dreams of Pakistani Children

In progress

### Call Mira: A Helpline for South Asian Women and Girls

## Impact

 in progress



 in progress



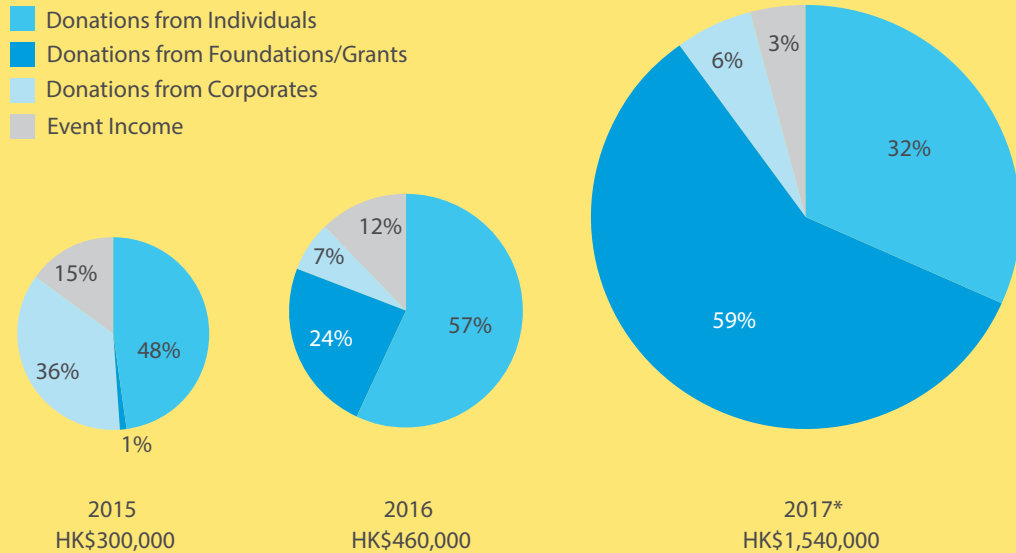
 in progress



# Financial Snapshot 2015-2017

## Income

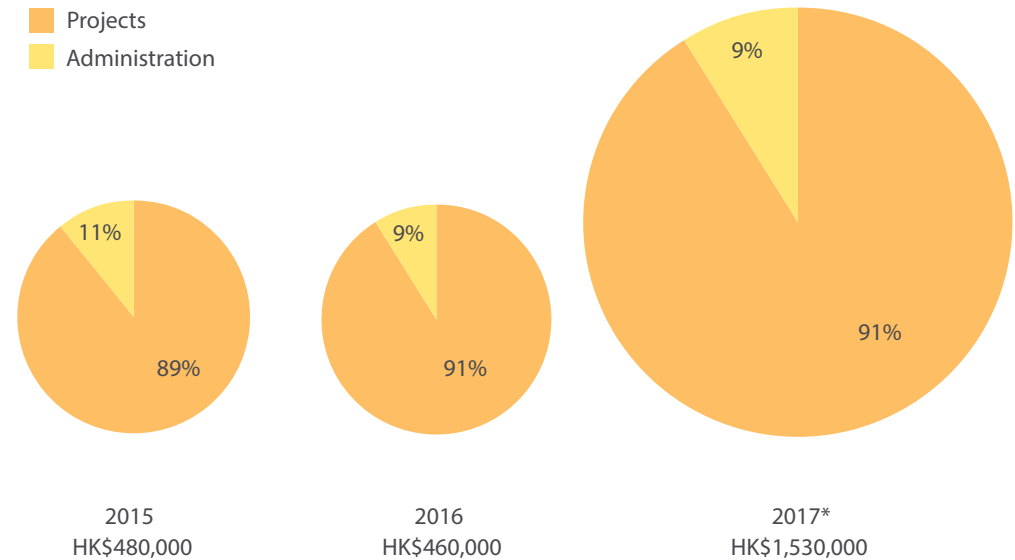
Where our funding came from (FY2015, FY2016, FY2017)



\*FY2017 Management Accounts. FY2017 Audited Accounts will be available from Q2 2018 at [www.zubinfoundation.org](http://www.zubinfoundation.org).

## Expenditure

How we spent our funds (FY2015, FY2016, FY2017)



## Donate NOW!

### Bank account:

HSBC: 848516316292

### Cheque payable to:

"The Zubin Mahtani Gidumal Foundation Limited"

### Address:

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5/F, Unit F-J, Blk 2  
Kwai Tak Industrial Centre  
15-33 Kwai Tak Street, Kwai Chung, N.T. Hong Kong





“With today's launch of the Diversity List, I am sure more capable ethnic minority individuals will be appointed to our advisory and statutory bodies, thereby enabling us to consider policies and make decisions with the perspectives of the ethnic minority community in mind.”

Mrs. Carrie Lam, Chief Secretary of HKSARG,  
March 21, 2016



“...today's meeting comes at a very timely moment. I would like to take this opportunity to extend my gratitude to Shalini and The Zubin Foundation for organising this meaningful event. I look forward to learning from all of you on how we should better nurture our non-Chinese children to become a new driving force to propel Hong Kong forward!”

Mr. Matthew Cheung, Chief Secretary of HKSARG,  
November 6, 2017



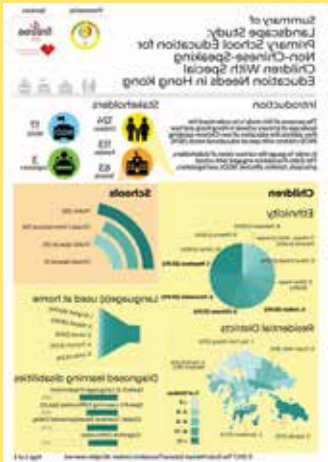
“Hong Kong is my home. This is where I, and many other ethnic minorities, belong. It is my hope that by working closely and collaboratively with the government, academics, NGOs and international experts, we can bring the very best thinking and interventions to Hong Kong's ethnic minority population. Together, we need to reduce poverty, improve the lives of women and girls, and improve education and career opportunities for our youth. Just as importantly, we need to open the hearts and minds of the ethnically Chinese majority in order to reduce deep-seated prejudice and, as a result, discrimination. Through leadership and role modelling, I believe that we can achieve an inclusive Hong Kong. I am grateful that the current administration, under Mrs. Carrie Lam as Chief Executive, has taken tangible steps to improve the lives of this community. We are all ‘Hong Kongers’, all of us, together.”

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





# Our Publications



[www.zubinfoundation.org](http://www.zubinfoundation.org)

# Our Team





We need your support  
to continue our work  
on racial integration

Join hands with us!

# Donate NOW!



**The Zubin Mahtani Gidumal Foundation** is a non-profit think tank and a registered charity (IR 91/12344) in Hong Kong. We focus on social issues in our city that do not receive the attention they deserve.

All donations over HK\$100 will receive a donations receipt.

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