

山城相逢
互敬共融



Diverse · Inclusive
One
CUHK



Diversity and Inclusion Office
多元共融事務處

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多元共融事務處

Established in 2020, the Diversity and Inclusion Office (DIO) is devoted to advancing D&I endeavours of the Chinese University of Hong Kong (CUHK) and strives to ensure its campus is free from any form of discrimination, so that members of the CUHK community who study, research, work, play and live on campus would feel welcome and thereby develop a strong sense of belonging to the University community. It marked an important milestone in the University's commitment to building a fair, diverse and inclusive community for all. The DIO also works closely with other units that perform pertinent functions and draws on their expertise to enhance the provision of D&I-related resources and services.

多元共融事務處（事務處）於2020年成立，積極推動香港中文大學多元共融文化，杜絕校園內任何形式的歧視，讓所有中大成員樂於在校園學習、研究、工作、休閒和生活，並對大學產生深厚歸屬感。事務處的成立是大學多元共融發展上一個重要里程碑，標誌着校方致力為中大社群建立公平、多元、兼容且友善的環境。事務處亦與相關部門緊密合作，匯聚它們的專業知識，以優化相關的資源和服務。



Message from the Vice-Chancellor and President 校長的話

Diversity and inclusion serve as the foundations of academic excellence that enrich the educational experience and the scholarly environment. We vow to make the University, as well as the community, a place where differences are valued and respected and opinions are rationally presented and debated; we vow to develop students to serve the community with their knowledge and compassion. This is what the true CUHK spirit stands for.

多元共融的環境豐富了學習體驗和學術氛圍，是成就卓越學術成果的必要條件。中大致力為校園及社區締造一個珍視和尊重個別異同的地方，成員可自由表達意見，理性討論。我們致力培育我們的學子能學以致用，關懷大眾，回饋社會。這正是中大精神所在。



Professor Rocky S. Tuan
段崇智教授
Vice-Chancellor / President
香港中文大學校長

Message from the Chair of the Diversity and Inclusion Steering Committee 多元共融督導委員會主席的話

Diversity enhances the vibrancy of the University. Inclusiveness enables a diverse community to thrive. At CUHK, we are committed to cultivating an inclusive environment marked by openness and respect, a culture of understanding and considerateness that is conducive to the flourishing of excellence with purpose and responsibility.

大學因多元而煥發生機，多樣化的教研群體因共融而朝氣蓬勃。在中大，我們戮力構建海納百川的包容環境，營造開放與尊重、理解和互相扶持的文化，力臻卓越、竭力貢獻社會發展。



Professor Alan K.L. Chan
陳金樑教授
Provost 常務副校長

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Governance

管治

Diversity and Inclusion Steering Committee

The Diversity and Inclusion Steering Committee (DISC), chaired by the Provost, Prof. Alan Chan, was set up to steer and review policies, to develop strategies promoting the Principles of Community by means of educational and training development programmes, publicity campaigns and communication with stakeholders, as well as to ensure that any action plans devised are effectively implemented.

Committee Against Discrimination and Sexual Harassment

With the establishment of the DIO, the scope of duties of the Committee Against Discrimination and Sexual Harassment (CADSH) has been expanded. The CADSH oversees education matters relating to discrimination in the University, develops and reviews policies and procedures for handling discrimination and harassment complaints in compliance with the anti-discrimination ordinances in Hong Kong, and advises on relevant publicity measures.

多元共融督導委員會

由常務副校長陳金樑教授出任主席的多元共融督導委員會負責督導和檢討政策、制定策略以推廣社群原則，並透過教育和培訓發展計劃、宣傳活動以及與持份者溝通，確保所有行動計劃得以有效實行。

防止歧視及性騷擾委員會

事務處成立的同時，大學亦擴大了防止歧視及性騷擾委員會（委員會）的職責範圍。委員會負責監督校內與歧視相關的教育事務，依據香港反歧視法例制定和檢討處理歧視及騷擾投訴的政策及程序，並就相關宣傳措施提供建議。

CUHK Principles of Community

中大的社群原則

The CUHK Principles of Community set the expectations that all members of the CUHK community have to follow. They are vital for ensuring a safe and welcoming environment for all members of the CUHK community and for serving as a standard for our personal and collective behaviour. Everybody who joins the CUHK community does so by choice and, as part of that choice, is expected to observe these Principles of Community.

中大依據社群原則制定了其成員需遵守的指引。這些原則不但為大學成員提供安全和友善的環境，也為個人和集體行為列明清晰的指引。每位加入中大的成員，務必遵守以下的社群原則。

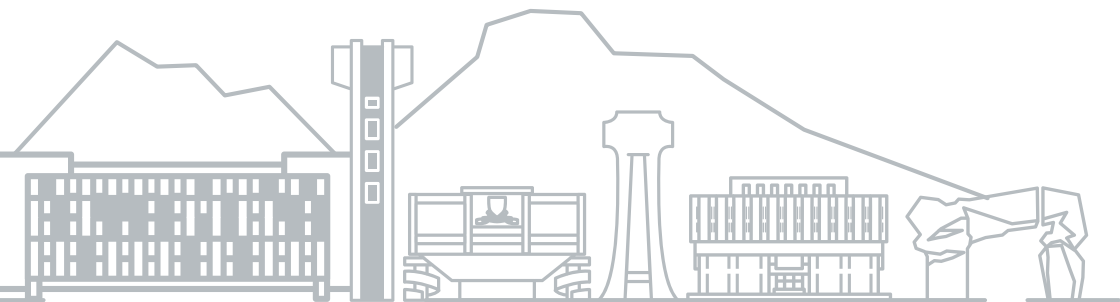


- 1** Commit to fostering academic excellence in an atmosphere of openness, respect, empathy and inclusivity;
在開放、尊重、具同理心和兼容的氛圍下，致力追求學術卓越；
- 2** Cherish the richness contributed to our community by our diversity and respect individual differences;
珍惜多元化為社群帶來的豐碩成果，並尊重個別異同；
- 3** Reject all forms of hatred, violence, discrimination, intolerance, harassment and bullying towards individuals or groups based on race, ethnicity, geographic provenance, nationality, gender, sexual orientation, gender identity, age, religion, language, ability/disability, socioeconomic status, and other factors; and
不容基於種族、地域出身、國籍、性別、性向、性別身分、年齡、宗教、語言、傷健、社會經濟地位或其他原因，對個人或群體表現或作出任何形式的憎恨、暴力、歧視、苛待、騷擾及欺凌行為；
- 4** Pledge to defend the right to academic freedom, including the right to free speech and free expression, provided that the exercise and preservation of these rights must lie within the bounds of responsibility, integrity, civility and legality.
承諾捍衛學術自由，包括言論自由和表達自由的權利，惟行使及維護該等權利，必須符合負責任、具誠信、文明和合法的原則。

CUHK Strategic Plan 香港中文大學策略計劃 2021-2025

Diversity and inclusion, which are indispensable in the University's pursuit of excellence with purpose and responsibility, comprise a key feature in the CUHK Strategic Plan 2021–2025 (CUHK 2025). The University aims to establish itself as a premier university that embraces social responsibility and drives sustainable development. As such, cultivating an inclusive and diverse campus for all becomes imperative. Championing D&I in CUHK signifies the University's commitment to one of the five goals of University Social Responsibility (USR) – promoting diversity, inclusion and partnership through understanding and respect – with a view to achieving social harmony across the CUHK community.

多元共融是實踐「力臻卓越，任重志遠」的關鍵基礎，亦是香港中文大學策略計劃 2021–2025（《中大 2025》）的重要一環。中大的目標是成為一所胸懷社會責任、支援可持續發展的一級大學。就此，大學認為必須為全體成員創建多元共融的校園。此外，倡導多元共融亦體現大學切實履行其五項社會責任目標之一，即透過鼓勵理解和尊重，促進多樣性、包容和合作，達致中大社群上下和諧共處。



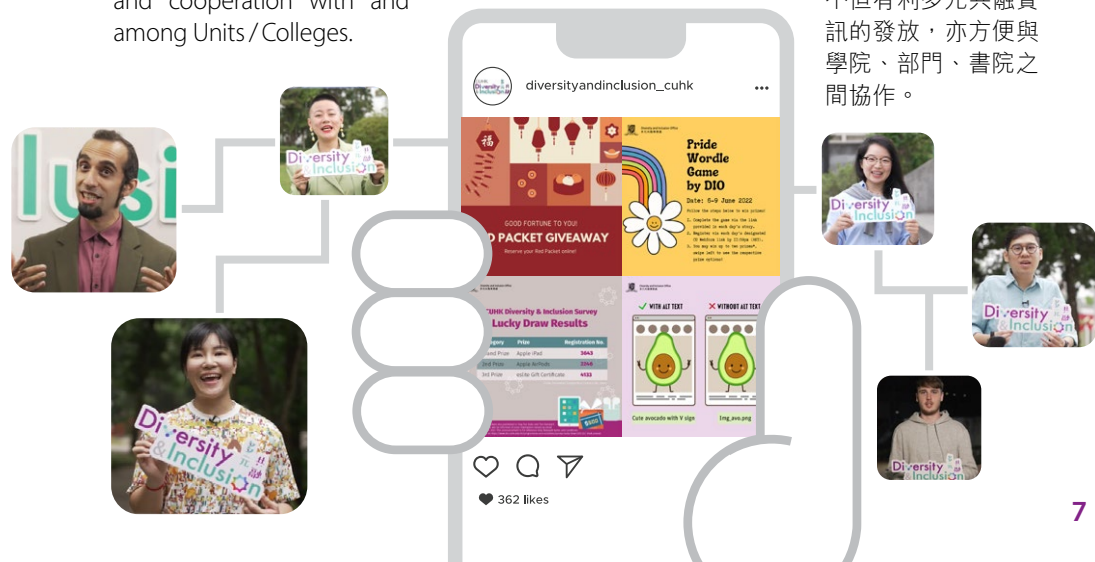
Promotion and Partnership

宣傳和協作

Dynamic platforms including a trilingual website, an Instagram page, a Facebook page and roving exhibitions are created to educate and engage students and staff, as well as to share useful information. In addition, activities such as online games, movie screening sessions, workshops, talks and cultural experience days are held on a regular basis to promote and foster a diverse and inclusive culture on campus. An Administration Group was also set up to facilitate information dissemination and cooperation with and among Units/Colleges.

事務處透過創建不同的渠道，如兩文三語的網頁、Instagram專頁、Facebook專頁和巡迴展覽等，提高學生及教職員對多元共融的認識與意識，促進互動交流，分享實用資訊。事務處亦定期舉辦活動，如網上遊戲、電影放映會、工作坊、講座及文化體驗日等，在校園推廣和提倡多元兼容文化。事務處亦成立行政小組，

不但有利多元共融資訊的發放，亦方便與學院、部門、書院之間協作。



Diversity and Inclusion Week

多元共融週



Aiming to increase understanding and heighten awareness of the University community towards D&I, the Diversity and Inclusion Week is a collaborative effort of the entire University community in building a diverse and inclusive campus of CUHK. During the week, DIO works with different Colleges, Faculties, Departments, Units and student associations to organise a full calendar of events and activities under the theme of D&I to get every member of the CUHK community engaged and enlightened.

多元共融週旨在提高大學社群對多元共融的認知和理解。事務處與書院、學院、學系、部門和學生組織通力合作，以多元共融為主題，為中大成員舉辦一連串別出心裁的活動，鼓勵每位成員都為共建多元包容校園出一分力。





Education and Training 教育及培訓

To raise awareness of staff and students on D&I issues, a series of strategic projects, including production and revamp of educational videos, introduction of D&I training programmes and workshops, Orientation Sponsorship Programme for students and Online Training Module for newly recruited staff, have been designed and implemented.

為加強教職員和學生對多元共融議題的認識，事務處舉辦一系列策略性的項目，包括製作教育視頻、引入培訓計劃和工作坊、舉辦學生迎新活動資助計劃以及新入職員工線上培訓課程。

D&I Ambassadors Programme

多元共融大使計劃

The D&I Ambassadors Programme brings together students who share the vision of cultivating a diverse and inclusive CUHK community. It offers a series of D&I training, including an introduction to anti-discrimination laws, talks about overcoming bias and misunderstanding over differences, and experience sharing by people with different abilities, among others. Internships and networking opportunities are also available.

多元共融大使計劃匯集志同道合的學生，共同在中大創建多元及包容的社區。計劃提供一系列多元共融相關培訓，例如介紹反歧視法例、消除偏見和誤解的講座，亦會邀請不同界別人士分享自身經驗，並提供實習和建立人脈的機會。



Research and Feedback

研究與回饋

In order to foster an inclusive environment in which all members feel welcome and included, suggestions are collected via Constructive Suggestion Box, Focus Group meetings and University-wide D&I Survey. These valuable exchanges with University members exemplify CUHK's ongoing effort in translating its D&I initiatives into concrete measures and progress.

大學致力為中大成員建立多元友善的環境。故此，事務處從不同途徑收集各方意見，包括設立建議箱、舉行焦點小組會議及開展多元共融問卷調查。這些寶貴意見的收集正正彰顯中大積極將多元共融理念落實成為適切的計劃和措施。

CUHK Diversity and Inclusion Survey 2022

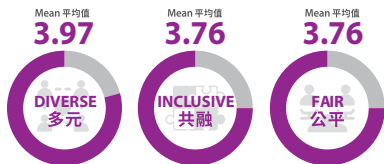
香港中文大學多元共融調查2022

Students 學生

13.9%



Perception of CUHK's campus climate
對中大校園氣氛的觀感

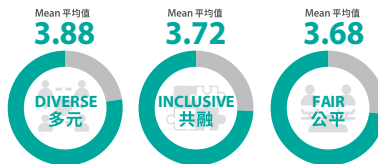


Faculty and Staff 教職員

21.2%



Perception of CUHK's campus climate
對中大校園氣氛的觀感



Notes 註：

- (1) The five answers on the Likert scale were each assigned with a score with "strongly disagree" representing as 1 and "strongly agree" representing as 5. 李克特量表 (Likert scale) 上的五個答案，各被賦予一個數值，以「非常不同意」為 1，「非常同意」為 5。
- (2) The answers of "prefer not to answer" were excluded from the calculation of the mean scores. 「不知道 / 不作答」不納入平均值計算。

Community Engagement and Outreach

社區參與



DIO spares no effort in establishing long-term and mutually beneficial relationships with statutory bodies and community partners beyond the University campus with a view to bringing greater impact to the community. Our external partners include the Equal Opportunities Commission, schools, corporates, non-governmental organisations and social enterprises. Creating and promoting a diverse and inclusive community requires joint efforts, and the University is proud to continue investing in and consolidating these significant partnerships.

多元共融事務處銳意與校外法定機構和社區團體建立長久互利的合作關係，從而為社會帶來更大影響。現有合作夥伴包括平等機會委員會、學校、企業、非政府組織和社會企業。中大將繼續建立和鞏固這些不可或缺的合作關係，同心創建和推廣多元包容的社區文化。



Looking Ahead

展望

DIO is poised to continue advancing the D&I agenda in alignment with the University's strategic goals. DIO will focus on the following areas:

多元共融事務處將配合大學的策略目標，就下列重點範疇積極推展多元共融項目：

- 1 Leading the way in the development of a campus environment that is free from discrimination of any form through promotion and education;
通過宣傳和教育，營造沒有歧視的校園；
- 2 Identifying and removing barriers to the fostering of an inclusive campus through proactive communication and research;
透過積極溝通和研究，識別和消除阻撓建立共融校園的障礙；
- 3 Calling for concerted efforts from partnering Colleges, Faculties and Units to actualise the CUHK core values and participate actively in USR goals; and
與各書院、學院和部門齊心協力，攜手實踐中大核心價值和大學社會責任目標；
- 4 Engaging community partners to bring greater impact to the community.
連繫社區合作夥伴，為社會帶來更大的影響。



Diversity & Inclusion

多元共融



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