

# LAW FOR CHANGE STUDENT COMPETITION 2019

|                  |   |
|------------------|---|
| TEAM<br><b>4</b> | PROJECT TITLE<br><b>Be EnGayged</b>   |
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| SCHOOL           | <b>The University of Hong Kong</b>  |

## ABOUT BE ENGAYGED

### Problem Analysis

While there is admittedly an increasing global acceptance of homosexual rights, illustrated by the triumphant legalization of same-sex marriage in Taiwan earlier in 2019, it is less clear whether such a positive light can be shed on the day-to-day rights currently enjoyed by the homosexual community in Hong Kong (“HK”).

There is a multitude of problems faced by the homosexual community in HK, which can be described in three broad aspects:

#### Lack of knowledge of rights:

While homosexuals may not be entitled to equal rights as heterosexuals, they do enjoy some lesser-known statutory rights in certain areas. Such a gap in the homosexual community’s understanding of their own legal rights may, in some cases, deprive them of the rights they are entitled to;

#### Discrimination

In spite of the growing public support for the homosexual community in HK, homosexuals still encounter discrimination in different aspects such as employment, education, and the provision of services. For example, homosexuals may encounter differential or prejudicial treatment in their workplace -They may have slimmer chances to be promoted due to their sexual orientation<sup>2</sup>. Some may be required by their employers to dress in a more conservative manner in order to conceal their sexual preferences or otherwise in a manner which does not allow them to express their true self. Such discrimination may in part be attributed

to the relatively conservative Chinese culture as well as the absence of anti-discrimination laws in HK (as set out below)<sup>3</sup>. On top of that, it is acknowledged that there are many companies in Hong Kong which may not have implemented inclusive policies or at least policies prohibiting such discrimination; and

#### Gaps in HK legislation

The homosexuals are not fully protected by the current legislation in HK. Indeed, homosexuals are entitled to certain rights, for example, they can seek for legal protection if molested by their spouse or cohabitating partner<sup>4</sup>. However, as homosexual marriage is not legally recognized in HK, there are certain aspects wherein homosexuals receive less legal protection than their heterosexual counterparts, including the process of cremation, collection of cremated ash of the deceased and organ donation whereby HK only recognizes limited rights for individuals engaging in alternative relationships other than heterosexual marriage<sup>5</sup>. Furthermore, there is an absence of laws prohibiting discrimination on the basis of sexual orientation. In *Leung TC William Roy v Secretary for Justice*<sup>6</sup>, the Hong Kong Bill of Rights Ordinance (“HKBORO”) was interpreted to prohibit discrimination on grounds including sexual orientation. However, HKBORO’s scope is limited to governmental organizations and does not apply to the private sector. The importance of anti-discrimination laws is acknowledged by the homosexual community, but certain members have expressed pessimism as to the likelihood of their enactment.

### Primary Goal and Objectives of Project

Our target group is employed homosexuals of 20 to 35-year-old (early adulthood) and their employers.

#### Primary Goal

To advocate general rights relevant to homosexuals in the workplace, such as the rights involved in cases of unfair treatment, including unfair dismissal, marriage recognition, verbal discrimination and taxation allowance.

#### Objectives

##### Employers – Engagement in the Workplace (70%)

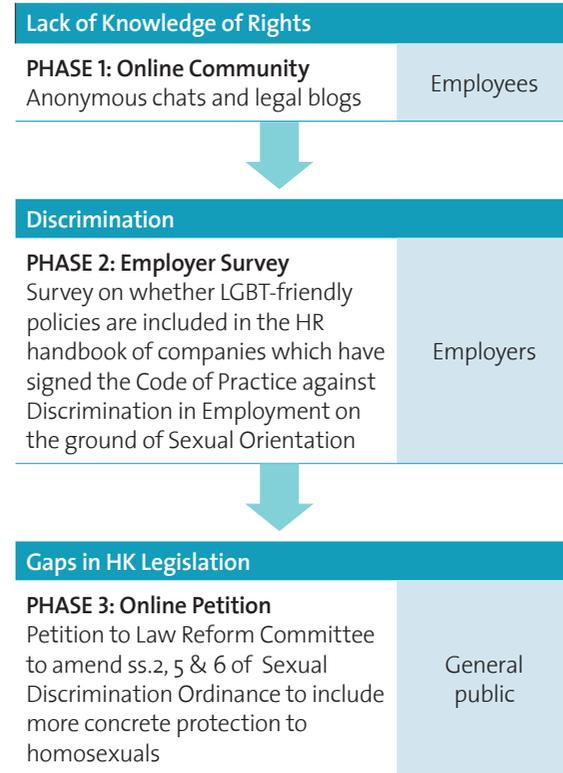
- Employment engagement is a two-stage process:
- To encourage employers to recognize diversity in the workplace.
  - To urge employers to provide a more inclusive working environment for homosexual employees.

##### Employees – Self-Empowerment (30%)

- To inform 40 homosexuals of employment rights that they are legally entitled to so that they are empowered to voice out when facing unfair or discriminatory treatment in the workplace.
- To provide non-legal channels for employees to pursue when facing discriminatory treatments in the workplace, for example, referring employees to appropriate sources of advice on communicating with colleagues or seniors in increasing inclusiveness and reducing discrimination in the workplace.

The objectives should serve as the foundation to reach the primary goal. Public engagement in advocacy of rights will be the last phase, which will be done after both employees and employers are reached out.

### Project Execution Overview



### Significance of Project

This project aims to specifically address the gap in employment rights of homosexuals by approaching the key stakeholders in this regard: employees, employers, and the general public at large.

Goal 10 of the Sustainable Development Goals as envisioned by the United Nations for 2030 is to reduce inequality within and among countries, which includes targets to “empower and promote the social, economic and political inclusion of all”, and to “ensure equal opportunity and reduce inequalities of outcome”.

This project aims to contribute to this goal by advocating homosexuals’ rights in the workplace, thus promoting social and economic inclusion. We seek to empower and “EnGayge” homosexuals to strive for

inclusion together by unifying and projecting their voices. We aim to attract attention and support from employers and the general public towards the need for a more inclusive and diverse working environment for homosexuals. By ensuring equal opportunities for homosexuals in the workplace, they can comfortably explore their full potential in a harmonious environment, which is favorable to sustainable development.

### PHASE 1: Online Community

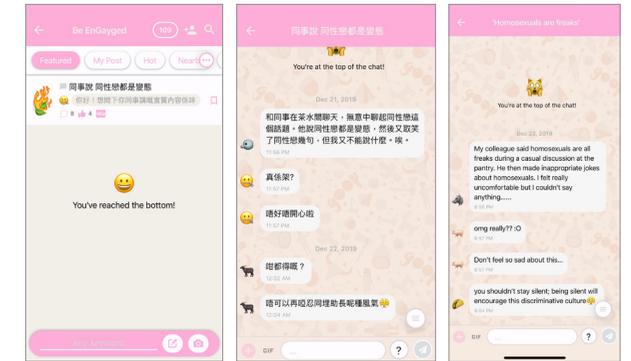
#### 1. Strategy and components

- The online community we propose to create comprises (i) a chat room and (ii) a legal blog.
- We will use Gööp, an existing platform which allows people to chat online anonymously, to run the online community.

#### CHAT ROOM

- Users can join our community by inputting an invite code generated by Gööp and choose to either (i) create a new topic; or (ii) join an existing discussion.
- Users can retain anonymity in our community by using emojis as their representing avatars as shown in the screenshots below.
- Administrators of the online community (“Admins”) will go through discussion threads. If a potential legal issue related to employment is spotted, the Admins will reach out to the member who shared the relevant story to obtain further details on their experience to compile a comprehensive document of “cases”.
- These “cases” will then be sent to a panel of legal practitioners twice a month, who will provide legal comments on a case-by-case basis.
- Upon receiving legal comments from the panel, Admins will post the legal comments in the relevant discussion threads.

- These legal comments will be pinned at the top of the discussion thread.
- If a potential non-legal issue which requires external support is spotted, Admins will refer the matter to NGOs.



#### LEGAL BLOG

- A number of articles relating to legal topics concerning homosexual rights written by student helpers will be posted on the legal blog at the outset.
- Legal developments concerning homosexual rights will also be updated by Admins after review and approval by the legal panel.
- The legal issues from the forum will also be summarized (and members’ anonymity will be preserved) and posted onto the legal blog together with the corresponding legal comment.

## 2. Relevant stakeholders and potential project partners

| Stakeholders                        | Actions   |
|-------------------------------------|---|
| <b>Users</b>                        | <ul style="list-style-type: none"> <li>Young employed homosexuals (around 20 to 35 years old)</li> <li>Young users would be quite familiar with Goop, which is a popular discussion forum among university students in Hong Kong. Moreover, a user guide would be made available on the promotional materials distributed by the NGOs (Refer to part 8)</li> </ul>                    |
| <b>Admins</b>                       | <ul style="list-style-type: none"> <li>Monitor the chat room</li> <li>Collect stories for referral to legal practitioners</li> <li>Write monthly legal blog posts</li> </ul>  |
| <b>Student helpers</b>              | <ul style="list-style-type: none"> <li>Write monthly legal blog posts</li> <li>Hired on a project basis</li> </ul>  |
| <b>Panel of legal practitioners</b> | <ul style="list-style-type: none"> <li>Legal practitioners from the Progressive Lawyers Group (PLG) and Hong Kong Gay and Lesbian Attorneys (HKGALA) Network have agreed to join the legal panel on a pro bono basis</li> <li>Provide legal comments on stories collected from discussion threads online</li> <li>Review legal blogs written by admins and student helpers</li> </ul> |
| <b>NGOs</b>                         | <ul style="list-style-type: none"> <li>Boys and Girls Club Association and Rainbow of Hong Kong have agreed to provide non-legal support to homosexuals upon our referral</li> </ul>  |

## 3. Intended outcomes

### SELF-EMPOWERMENT

Through our interview with Rainbow of Hong Kong, we learnt that homosexuals require a spectrum of assistance in the workplace, both in terms of legal support and non-legal assistance. Homosexuals may be misled by the general view that they are entitled to less legal protection and hence fail to recognize non-sexual-orientation-sensitive protection that they are equally entitled to, such as protection against sexual harassment and unfair dismissal in the workplace.

Therefore, one of our main goals is to improve their legal awareness by providing comprehensive information on related legal solutions and their legal rights. One example relates to the grey areas in taxation allowance (see appendix: interview with Mr. Christian Felton). Under Hong Kong taxation law, same sex marriage in other countries fulfills the definition of marriage in Hong Kong and homosexuals could write to the Inland Revenue Department concerning spousal tax allowances. With enhanced legal literacy, homosexuals would become more powerful in speaking out against unfair treatment.

Nevertheless, we understand that commencing legal action is often viewed as the last resort and homosexuals may feel more comfortable resolving their problems via a non-legal way. Therefore, the online community also involves referral services to the NGOs with which we have connected in providing emotional and workplace communication support.

### UNITE PEOPLE WITH SIMILAR EXPERIENCES

The online community also to socially connect homosexuals together as a community in terms of legal support and emotional support. In terms of legal support, we can see that most legal actions regarding homosexual rights are actually bought about by the individuals themselves. Thus, we endeavor to unite homosexuals so that their voices could be louder and heard by the society. Moreover, it is essential and beneficial for homosexuals to receive empathy and mental support from their counterparts so that they can be emotionally healthy.

## 4. Project monitoring plan

We expect the number of users of the chatroom to increase consistently as the chatroom will continue to be promoted in later phases of this project. Our partnering NGOs are also expected to and have agreed to regularly promote the platform to their members.

| Month(s) | Number of topics to create | Number of members joining the chatroom |
|----------|----------------------------|--|
| 1        | 20                         | 50                                     |
| 3        | 75                         | 100                                    |
| 6        | 150                        | 250                                    |
| 12       | 200                        | 400                                    |

## 5. Comparison with existing services

There are some similar existing online communities, such as “Hehe Secrets”. However, these communities are self-run and focus on socializing among homosexual communities. They only provide a limited amount of support (especially on legal issues and external assistance) and hence we aim to fill this gap via our Gōöp online community and accompanying legal blog and referral services.

### PHASE 2: Employer Survey

#### BACKGROUND

The Constitutional and Mainland Affairs Bureau has issued a Code of Practice against Discrimination in Employment on the Ground of Sexual Orientation (“the Code”), which seeks to promote equal employment opportunities among all persons regardless of their sexual orientation. Organizations from public and private sectors are invited to sign up to the Code. The Code is by no means legal assurance as it is not legally binding; in other words, merely signing up to the Code is insufficient protection to the employees of such organizations.

#### ACTIONS

- To monitor and increase the commitment undertaken by the organizations that have pledged to adopt the Code (“**signatory organizations**”)
- To encourage signatory organizations to include explicit provisions of diversity and inclusion policies in their human resources manual

#### TARGET

Organizations that have signed the Code (Approximately 310 companies)

#### DURATION

Mid-March 2020 to mid-November 2020

### 1. Strategy and components

#### STEP 1: RETRIEVE HUMAN RESOURCES POLICIES

We will research on the websites of the signatory organizations to retrieve their respective Human Resources policies.

If the Human Resources policies are not available on their websites, we will send an inquiry letter to ask for a copy of such policies (Step 3).

#### STEP 2: REVIEW HUMAN RESOURCES POLICIES

We will examine copies of the Human Resources policies provided on the signatory organizations’ websites as to whether they have any express rules for a diverse and inclusive working environment.

#### STEP 3: INQUIRY

If the company does not expressly guarantee or promote an inclusive workplace by including specific provisions in their Human Resources policies, we will mail letters to the company to enquire their position towards homosexual employees and provide a sample policy. Companies may choose to adopt the sample policy if they so desire.

**Sample Policy:** We are committed to be an equal opportunity employer. We strive to provide a diverse and inclusive work culture. Workplace bullying or any form of harassment or discrimination, including discrimination on the basis of sexual orientation, will not be tolerated.

**STEP 4: COMPILATION OF RESULTS**

A brief report will be compiled (and published in Phase 3) to show the result of the survey, which will include:

- The number of organizations we have reached out to
- The number of organizations that iterated inclusion policies in their Human Resources manual
- The number of organizations that embrace homosexual-friendly policies but do not expressly iterate them in their Human Resources manual
- The number of organizations that signed the Code but do not have any homosexual-friendly Human Resources policies. The number of organizations that have not replied to our enquiries.

**2. Relevant stakeholders and potential project partners**

| Stakeholder             | Actions  |
|-------------------------|--|
| Student helpers (x 3)   | <ul style="list-style-type: none"> <li>• Research into the Human Resources policies of the signatory organisations to spot those who signed the Code but do not expressly iterate their inclusion policies on the Human Resources manual</li> <li>• Assist in drafting correspondences (e.g. inquiry letters and follow-up communication)</li> </ul> |
| Signatory organizations | <ul style="list-style-type: none"> <li>• Provide information on their Human Resources policies</li> <li>• Actively evaluate the possibility of including a diverse and inclusion policy if they initially do not have one</li> </ul>   |

**3. Intended outcomes**

In order to provide better protection to homosexuals in the workplace, it is not enough for employees to become aware of their rights. Employers also have an important role to play by providing an inclusive and non-discriminatory working environment. This phase aims at urging organizations to include homosexual-friendly policies in their Human Resources manual, and to exert pressure on organizations which are reluctant to make such policies expressly iterated.

We expect that this project will very likely be effective. As the companies that we will contact are all signatories to the Code, they should hold supportive or at least non-discriminatory stances towards the issue of homosexuality. Notwithstanding that our student group may not necessarily be able to bring about strong influence, we believe that given such signatory organizations’ decision to sign up to the Code, the management of the company should not hold a hostile attitude towards homosexuals to begin with. It will also be made clear in our inquiry letters to the companies that including a homosexual-friendly Human Resources policy is mutually beneficial to both homosexual employees and the employers themselves. A homosexual-friendly workplace can attract more talents from the homosexual community. In addition, as commented by Mr. Marc Rubinstein, Co-Chairman of HKGALA, incorporating homosexual-friendly policies explicitly is particularly beneficial for companies that serve international clients, who are in general more open to the issue and expect companies to be more inclusive towards homosexuals.

**4. Project monitoring plan**

| Action  | Time           |
|---|----------------|
| Retrieve and review Human Resources policies of all the signatory organizations | Feb – Mar 2020 |
| Send around 200 inquiry letters   | Apr 2020       |
| Response period   | Apr – Oct 2020 |
| Compile results   | Nov 2020       |

If step 4 (compilation of results) is smoothly conducted, this phase will be treated as successfully completed.

**PHASE 3: Pride Parade Booth and Petition**

**BACKGROUND**

In Phase 2, we have identified the organizations that have signed the Code but do not originally publish their diversity and inclusion policies, and have not:

- responded to our inquiry, or
- expressly declared their positions towards homosexual employees.

**PURPOSE**

- To raise public awareness on the role of employers in constructing an inclusive working environment for homosexual employees
- To gather public support in lobbying the Law Reform Commission of Hong Kong (“LRC”) to consider amending the existing SDO by expanding the definition of sex discrimination in ss. 2, 5 and 6 to cover sexual-orientation discrimination
- To complement the non-legal binding Code with legislative changes proposed by the LRC

**TARGET**

LRC

**DURATION**

Mid-November 2020 to mid-December 2020

**1. Strategy and components**

- We intend to launch the petition around November 2020 at Hong Kong Pride Parade.
- The petition will release the results of the survey in Phase 2. Such results will also be released on our Gōöp community and exhibition boards at our booth at the Pride Parade.
- We will set up a booth at the Pride Parade to advocate the role of employers in building an inclusive and diverse workplace and invite participants of the Pride Parade to sign the petition.

- At the booth, participants will scan a QR code, which directs them to an online petition on [www.change.org](http://www.change.org). Users can sign their names to the petition that we have created beforehand.
- The petition will be directed to the Law Reform Commission of Hong Kong (“LRC”). It aims at lobbying the LRC to amend the existing Sex Discrimination Ordinance (“SDO”) by expanding the definition of sex discrimination in ss. 2, 5 and 6 to cover sexual-orientation discrimination.
- Participants can sign the petition by registering an account on [www.change.org](http://www.change.org) with their email addresses. They can choose not to show their names on the petition.
- After signing, participants will be encouraged to share the petition by posting on social media (e.g. Facebook) or by copying the link to the petition and tag a few others so as to more effectively motivate others to sign the petition.
- A forum called “你今日聯署左未?” (“Have you signed the petition today?”) will be created when the petition is launched. It will be pinned on top of other forums. This forum may spark discussion of the petition and encourage Gōöp users who have not signed the petition yet to consider the legislative amendment, thus show their support by signing the petition.
- When sharing the petition on social media, the hashtag “#BeEnGayged” will be included to draw more public attention to the petition and gather all related posts on social media.
- Our stand at the Pride Parade will also include a photo booth; related props such as rainbow coloured boards with the hashtag printed will be provided for participants to take photos and add on to their social media posts to make their posts more attractive.

## 2. Relevant stakeholders and potential project partners

| Stakeholder  | Actions  |
|--|--|
| Hong Kong Pride Parade                             | <ul style="list-style-type: none"> <li>Set up a booth at Hong Kong Pride Parade</li> </ul>   |
| Participants of the Hong Kong Pride Parade         | <ul style="list-style-type: none"> <li>Sign the petition to the LRC</li> <li>Share the petition by posting on social media. A post should include the link to the petition and the hashtag “#BeEnGayged”</li> <li>They are also encouraged to tag a few others in their posts to spread the petition and invite more people to sign the petition.</li> <li>Take photos at the booth and add on to the post if they wish</li> </ul> |
| Users of the Gööp community, the public            | <ul style="list-style-type: none"> <li>Sign the petition to the LRC</li> <li>Be more aware of the importance of constructing a friendly workplace for homosexuals</li> <li>Show support to the homosexual community</li> <li>Promote the amendment of the SDO</li> </ul>   |
| Organizations from Phase 2 with positive responses | <ul style="list-style-type: none"> <li>Promote the petition to their employees</li> </ul>  |
| Organizations from Phase 2 with negative responses | <ul style="list-style-type: none"> <li>Based on the result of the petition, consider                             <ol style="list-style-type: none"> <li>expressly stating homosexual-friendly Human Resources policies in their Human Resources manual</li> <li>Implementing homosexual-friendly Human Resources policies</li> </ol> </li> </ul>   |
| Student helpers (x3)                               | <ul style="list-style-type: none"> <li>Set up the booth</li> <li>Station at the booth the explain the results of the survey in Phase 2 and the significance of the petition</li> <li>Encourage participants of the Pride Parade to sign the petition</li> <li>Take photos for the participants of the Pride Parade</li> </ul>  |

## 3. Intended outcomes

### MULTIPLIER EFFECT

We intend to ride on the power of social media as well as the society’s focus on the homosexual community at the time of the Pride Parade.

Social media posts with the tagging function can directly draw the attention of those being tagged to the petition. Other friends or followers on social media can also read the posts even if they are not tagged. In this way, the posts can help spread the petition to those who do not join the Pride Parade, such that the petition will not be limited only to Pride Parade participants.

The option of being able to sign a petition anonymously will be more palatable to those who have always been silently supportive on homosexual rights movement by making it a bit more effortless for them to show their support. For those who wish to anonymously promote the petition through our Gööp community, they may do so by actively participating in the discussion in the forum “你今日聯署左未?” to keep the chatroom popular so that it can be seen by other Gööp users easily.

Moreover, the promotion of the homosexual movement through pre-existing interpersonal relationships like family and friends is more effective and may make the issue more approachable.

### CHANNEL AND RESPOND TO DEMANDS

Besides serving as a medium for people with rather conservative mindsets to rethink the issue, the petition also directly puts the issue in front of the LRC by urging it to propose amendments to the existing SDO to include sexual-orientation discrimination. In fact, there has been debates that discrimination on the ground of sexual orientation is in nature sexual discrimination, as a man will be discriminated for dating another man, but a woman will not be discriminated for dating a man. A petition gathers voices of many individuals and turns individual demands into collective power. The LRC is an authoritative body of opinion to push changes to existing laws. Meanwhile, the hashtag serves to remind the public that it is important to be an ally of homosexuals and to show them the support they need.

### GRADUAL EFFECT

The petition to amend the interpretation to sexual discrimination is not groundless. In fact, the US Supreme Court is currently hearing a challenge on whether “sexual discrimination” as defined in the Civil Rights Act is wide enough to cover sexual-orientation discrimination. Although the Court has not handed down its decision, the argument is basically that gender is the root cause for discrimination against a man who date another man, but not a woman who is in a relationship with a man. However, objectively speaking, we acknowledge that effects of this petition may take a considerably long time to deliver. It is predicted that it may take years until it gains sufficient support to convince the LRC to consider a change in disclosure guidelines. Therefore, it is important that the employer survey (Phase 2) and petition (Phase 3) cycle be continued until the campaign gains enough force to drive changes.

## 4. Project monitoring plan

We will evaluate our success based on the number of people who have signed the petition. The number of participants at the Hong Kong Pride Parade 2019 was around 6,500. We aim to double the number and set the goal of the petition to get at least 13,000 signatures within 2 months after the Hong Kong Pride Parade 2020. The target will already be met if each participant to the Pride Parade successfully invites one other person to sign the petition.

## PROMOTION

| Partnering Platforms   | Promotion Plan   |
|--|--|
| <b>PHASE 1</b>   |  |
| NGOs (e.g. Rainbow of Hong Kong, Boys' and Girls' Clubs Association of Hong Kong ("BGCA")) | They have agreed to promote the Online Community to their existing network of homosexual community, which are the target users of this phase.  |
| Social media   | Put up advertisements on Facebook and Instagram to publicize the Online Community and reach out to potential users who may not be involved in the existing networks of the NGOs.                           |
| <b>PHASE 2</b>   |  |
| Promotion is not needed  |  |
| <b>PHASE 3</b>   |  |
| Social media   | Advertise the petition on social media by asking signers to share the petition link on social platforms with the Hashtag attached.   |
| NGOs (e.g. Rainbow of Hong Kong, Boys' and Girls' Clubs Association of Hong Kong)          | Promote the Campaign to existing homosexual communities they can reach.  |
| Hong Kong Pride Parade 2020  | Set up a booth at the Pride Parade 2020 to promote the Campaign. Promotional materials such as leaflets will be given out. We may also promote the petition through promotion on the Pride Parade website. |

## EVALUATION

| Problem  | Solution   |
|--|--|
| <b>PHASE 1</b>   |  |
| The online community may become a platform which links up homosexual users like a "dating-app".  | <ul style="list-style-type: none"> <li>A speech filter system would be in place to avoid users conducting unrelated discussion in the forums, or disclosing their personal information.</li> <li>Regulations on the usage of the community would be clearly made known to all users before they can join the community.</li> </ul>   |
| Openly declaring oneself as a homosexual or an ally to homosexuals might be difficult for the potential users of the online community, especially those who are working in secondary schools/ disciplinary forces, where homosexuals are frequently discriminated. | <ul style="list-style-type: none"> <li>The users' account would not be linked to their social media profile, meaning that the app operator would not be able to review the profile of the users.</li> <li>Users could chat anonymously as they can choose whether to disclose their usernames or not in the forum. Thus, users could safely communicate without the fear of being identified.</li> </ul>   |
| <b>PHASE 2</b>   |  |
| There might be limited effectiveness due to student groups' lack of influence towards our target companies.  | We would (i) include benefits of having a homosexual inclusive working environment, and (ii) make it clear that we would include the names of the companies that did not take action in our petition.  |
| <b>PHASE 3</b>   |  |
| Short-lived popularity for the hashtag campaign as the general public may feel like they have nothing more to do except posting a one-line hashtag.  | The usage of the hashtag "#BeEnGayged" is not limited to posting pictures taken in the Pride Parade. We would encourage participants to include the hashtag in any homosexuals-related posts in the future.  |
| There may be a limited exposure of the petition as it is easier to reach out to younger people through social media posts. However, it may be a bit more difficult for us to promote the petition to the older generation.   | <ul style="list-style-type: none"> <li>Besides promoting the petition at the booth at the Pride Parade and social media posts of the participants, the NGOs mentioned in the previous section will help us promote the petition to their existing members. This is effective as NGOs like BGCA have a large member base with a wide age range, including teenage homosexuals and their family and friends.</li> <li>Moreover, the organizations from Phase 2 with positive response could promote the petition to their employees, which include people from different social sectors, occupations, and age groups.</li> </ul> |

## SUSTAINABILITY PLAN

We believe our Project is sustainable for three main reasons:

### Ripple Effect

With each phase, the impact of the project gradually increases, from empowering individual employees, to encouraging employers to actively support the homosexual community by implementing homosexual-friendly policies, and eventually engaging the public's support.

By raising the awareness of the public concerning homosexual rights and providing a channel for employees to voice out their demands, organizations and employers can understand more about their needs and be more motivated to implement homosexual-friendly policies and eliminate unfair treatment towards homosexuals. A homosexual-friendly workplace can enable homosexual employees to feel more comfortable at work and increase work efficiency, and therefore enhance social cohesion and promote social progression.

This project involves multiple facets of the society, and we aim to start small from reachable target of employees who can be reach out via existing support groups and NGOs, then we would reach out to employers who have actively signed up the Code. Lastly, we hope to end with engaging the public and the Law Reform Commission to change existing law to provide more protection to homosexuals. Moreover, all phases of the competition involve the same stakeholders which makes the project sustainable as it helps link all three phases together.

| Major Stakeholders              | PHASE 1 | PHASE 2 | PHASE 3 |
|---------------------------------|---------|---------|---------|
| Users of online community       | ○       |         | ○       |
| Panel of legal practitioners    | ○       |         |         |
| NGOs (e.g. BCGA, Rainbow of HK) | ○       |         | ○       |
| Signatory organizations         |         | ○       | ○       |

### Continuation of Project

After the end of one year (Jan 2021), Phase 1 of the project can be passed to Rainbow of Hong Kong for the continuation of the Gööp online community. Moreover, Phases 2 and 3 can be passed to Queer Straight Alliance Hong Kong, and the survey and the petition can be repeated yearly. The next step of the survey can extend to reviewing the homosexual-friendly Human Resources policies of another group of organizations such as listed companies in HK.

### Low Operation Cost

The online community and the petition only require minimum cost. As Gööp is an existing app, we do not need to set aside budget for technology maintenance. The website for the online petition is free of charge.

#### REFERENCE:

- Holning Lau, Charles Lau, Kelley Loper and Yiu-tung Suen (July 2018), Support in Hong Kong for Same-sex Couples' Rights Grew Over Four Years (2013-2017) Over Half of People in Hong Kong Now Support Same-Sex Marriage. [http://www.law.hku.hk/ccpl/wp-content/uploads/2018/07/Change%20Over%20Time%20Paper%20English%20\(3%20July%20Final%20for%20Distribution\).pdf](http://www.law.hku.hk/ccpl/wp-content/uploads/2018/07/Change%20Over%20Time%20Paper%20English%20(3%20July%20Final%20for%20Distribution).pdf); "over half of people expressed agreement with same-sex marriage (50.4%)"
- Information obtained during our interview with Mr. Geoffrey Yeung (representative from Progressive Lawyers Group).
- Stuart Heaver. (Nov, 2018). SCMP. LGBT students face so much prejudice in Hong Kong they're afraid to reveal their sexuality. Retrieved from: <https://www.scmp.com/lifestyle/family-relationships/article/2175396/lgbt-students-face-so-much-prejudice-hong-kong-theyre>
- Domestic and Cohabiting Relationships Violence Ordinance (Cap. 189): ss. 3 & 3B
- Cremation and Gardens of Remembrance Regulation (Cap. 132M): For example, For claiming possession of the deceased cremated ash, the deceased's opposite-sex spouse always have a higher priority than the same-sex cohabitee, as they can only claim as a "related person". The same-sex, non-cohabiting spouse has no right to claim at all.
- [2005] 3 HKLRD 657 (CFI)

## PROJECT TIMELINE AND DURATION OF ACTIVITIES

|  | 2020 |     |     |     |     |     |     |     |     |     |     |     | 2021 |
|--|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|
|  | Feb  | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Jan |      |
| <b>PHASE 1</b>   |      |     |     |     |     |     |     |     |     |     |     |     |      |
| Prepare Content for Online Community                     |      |     |     |     |     |     |     |     |     |     |     |     |      |
| Run Online Community                                     |      |     |     |     |     |     |     |     |     |     |     |     |      |
| Pass the Online Community to Rainbow HK                  |      |     |     |     |     |     |     |     |     |     |     |     |      |
| <b>PHASE 2</b>   |      |     |     |     |     |     |     |     |     |     |     |     |      |
| Retrieve and review Human Resources policies (Step 1 &2) |      |     |     |     |     |     |     |     |     |     |     |     |      |
| Inquiry (Step 3)   |      |     |     |     |     |     |     |     |     |     |     |     |      |
| Period of response of inquiry (Step 3)                   |      |     |     |     |     |     |     |     |     |     |     |     |      |
| Compilation of results of employer survey (Step 4)       |      |     |     |     |     |     |     |     |     |     |     |     |      |
| <b>PHASE 3</b>   |      |     |     |     |     |     |     |     |     |     |     |     |      |
| Run Pride Parade Booth                                   |      |     |     |     |     |     |     |     |     |     |     |     |      |
| Run petition   |      |     |     |     |     |     |     |     |     |     |     |     |      |

Final evaluation ▼

## APPLICATION OF BUDGET

| Category  | Item  | Quantity      | Cost per unit (HK\$) | Estimated expense (HK\$) |
|---|---|---------------|----------------------|--------------------------|
| <b>PHASE 1: Online community</b>                |   |               |                      |                          |
| Management                                      | Administration fees                                     | 500 man-hours | 50/man-hour          | 25,000                   |
| Promotion                                       | Advertising fees (Instagram, FB)                        | -             | -                    | 2,500                    |
| <b>PHASE 2: Employer survey</b>                 |   |               |                      |                          |
|   | Administration fees                                     | 100 man-hours | 50/man-hour          | 5,000                    |
| <b>PHASE 3: Pride Parade booth and petition</b> |   |               |                      |                          |
| Promotion                                       | Advertising fees (Instagram, FB)                        | -             | -                    | 2,500                    |
| Booth   | Pride Parade booth rental fees                          | -             | -                    | 10,000                   |
|   | Booth set-up expenses (including photo booth and props) | -             | -                    | 4,000                    |
|   | Promotional materials                                   | 1,000         | 1                    | 1,000                    |
| <b>TOTAL:</b>                                   |   |               |                      | <b>50,000</b>            |