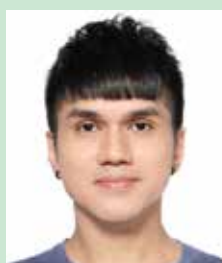


Diversity List 2018



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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 its work.

For more information, please visit: www.zubinfoundation.org or email info@zubinfoundation.org

Follow us on social media: Facebook: [The Zubin Foundation](https://www.facebook.com/TheZubinFoundation) | Twitter: [@ZubinFoundation](https://twitter.com/ZubinFoundation)

ACKNOWLEDGEMENT

We would like to thank the following organisations and individuals for their support.

- **Caravel Foundation**, as Platinum Sponsor.
- **Town House**, as Platinum Sponsor.
- **Allen & Overy** as Gold Sponsor and for providing a venue for Diversity List Committee member meetings.
- **KPMG** as Gold Sponsor and for attending interviews of nominees.
- **The Peninsula Hotel Hong Kong** for providing the (fabulous) venue for the launch event of Diversity List 2018 on 20 March 2018.
- **Ms. Alice Au and Ms. Katherine Liu-Bevan** at **Spencer Stuart Hong Kong** for their advice, insight and time.
- **Ms. Katherine Liu-Bevan, Mr. Justin Fung, Mr. Nico Furze, Ms. Sarna Yeung and Ms. Emily Woodward** at **Spencer Stuart Hong Kong** for conducting the nominee interviews and shortlisting Diversity List 2018 candidates.
- **Mr. Zoher Abdoolcarim, Ms. Theresa Cunanan and Mr. Harprabdeep Singh**, Diversity List Candidates 2016-2017 for taking the time to interview Diversity List 2018 nominees.
- **Mr. Zoher Abdoolcarim, Mr. Jeffrey Andres, Mr. Dewan Alam, Ms. Theresa Cunanan, Mr. Alok Jain, Mr. Javed Khan, Ms. Jonnet Kudera, Mr. Knattapisit Krutkrongchai, Mr. Nand kumar Lachmandas, Mr. Harprabdeep Singh, Ms. Neerja Sujanani, Ms. Huseina Tyebkhan and Mr. Rizwan Ullah**, for being part of the Diversity List 2018 Committee and specifically for helping to spread the word about Diversity List to their communities.

DISCLAIMER

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FOREWORD BY THE ZUBIN FOUNDATION

Welcome to Diversity List and Community Connectors 2018.

When we first launched Diversity List in 2016, the mandate was clear: To give ethnic minorities of Hong Kong a voice in decision making and policy, particularly in government advisory bodies. Hong Kong's non-Chinese population plays an important role in international trade, professional services, education and many other fields, yet their voices are mostly absent in policy discussions that affect the lives of themselves, their communities and the city as a whole.

I believe that now more than ever, the time has come for Hong Kong to include voices from these communities. After all, among Hong Kong's greatest assets are its internationalism and its rich history of ethnic minorities who choose to call Hong Kong "home". The time is now for Hong Kong to embrace these assets – both as part of her identity and also as part of her future.

Diversity List is a list of incredible individuals, who have all excelled in their field of work, are committed to Hong Kong and are willing and able to serve on advisory bodies. They have been selected independently of The Zubin Foundation, by our invaluable advisory partners at Spencer Stuart Hong Kong.

Since unveiling our first Diversity List some 24 months ago, nine candidates from Diversity List 2016 and Diversity List 2017, have been invited to sit on 11 Hong Kong government committees. This is impressive and demonstrates that the Hong Kong SAR Government (HKSARG) recognises the skills and the commitment to Hong Kong of the ethnic minority population. We are grateful to Mrs. Carrie Lam, Chief Executive of HKSARG, for supporting this initiative and we hope to see more communities engaged in charting Hong Kong's future.

This year, over 50% of our candidates are female, and we have candidates from many other ethnicities. This shows that there is a growing appetite amongst various ethnicities to participate in defining Hong Kong's future. In addition, we continue to acknowledge "Community Connectors" — individuals who have deep grassroots knowledge of specific communities and the ability to mobilise them.

In addition, this year we are introducing our "Youth to Watch". As our economy continues to transform into one that is increasingly digitally driven, capturing and channeling the ideas of young leaders from different backgrounds will be critical to Hong Kong's future.

Diversity List is an innovative public policy-related project that would not have been possible without the generous support of Caravel Foundation, who have sponsored us since our beginning of Diversity List. We are also grateful to Allen & Overy, KPMG, and our fabulous venue sponsor, The Peninsula Hong Kong. Thank you, too, to the many individuals and organisations who helped to spread the word throughout their communities.

Finally, many congratulations to all the individuals named to Diversity List 2018. Your commitment to serving Hong Kong and creating a better and more inclusive future for all of us is an inspiration.



Shalini Mahtani, MBE
Co-Founder, The Zubin Foundation



FOREWORD BY SPENCER STUART

As we ramp up to the awards celebration of the Diversity List and Community Connectors 2018, the Spencer Stuart team who have worked with the Zubin Foundation for a third year in a row on this inspiring initiative would love to extend our gratitude to every candidate whose name has been put forward for consideration. Thank you for your commitment to the communities, to a better future in Hong Kong.

Our sincere congratulations also go to those who have been selected on to the Diversity List, the Community Connectors, and the Youth to Watch list, for your achievement in various fields, and your commitment and contribution to your communities and the betterment of this multi-national, multi-racial city we all call home.

We share the beliefs of the Zubin Foundation colleagues and share their aspiration, hence have given what we can as an advisory partner, and devoted corporate citizen, to the project. We have constantly felt humbled by the commitment, the tenacity, and the achievement of all the nominees, and truly believe that the individuals named to the list in the last three years can add great value to the public services in Hong Kong. We are also every encouraged and grateful to HKSARG for recognizing the capabilities and commitment of these individuals and for inviting them to sit on the various committees. We have had nine candidates sitting on 11 of the government advisory committees in just less than 24 months since the first edition of the Diversity List was published in 2016.

The initiative is innovative and has been progressing since 2016. Colleagues at Zubin Foundation and many other supporters from across the communities have helped to spread the message, and bring more communities and candidates into the process. We are pleased to see over 50% of this year's candidates are female. The inclusion of Youth to Watch is another breakthrough, when this initiative also becomes a platform for the next generation of leaders from the communities. Hong Kong has always pride itself as an open, progressive and worldly city, youngsters from many countries gravitate towards cities like this, and they are the true force of our future and the continued prosperity of our city. The Youth to Watch list recognizes the aspiring future leaders amongst the ethnic minorities in Hong Kong and will enable them to grow, to inspire, and to make longer term impact to this society.



Alice Au
Board Director, Spencer Stuart

SpencerStuart



INTRODUCTION

Among the factors that make Hong Kong a dynamic city is its multicultural makeup. To a certain extent, "Asia's World City" lives up to its name: it boasts a growing population of Indians, Bangladeshis, Nepalese, Pakistani, Filipinos, Thais, Indonesians and Sri Lankans who choose to call Hong Kong home and who self-define as Hong Kong people. And much like their ethnic Chinese counterparts, these groups are diverse in their income levels, education, religion and ideas.

However, in other ways, Hong Kong is playing catch-up. In April 2015, The Zubin Foundation reviewed the ethnic composition of the members of 100 government advisory bodies composed of committees, boards, panels and councils. Of the 1,545 appointees to these advisory bodies, only 1.9% were ethnic minorities, of which 79% were "White". Clearly, more work was needed to ensure ethnic minority voices were included in the important policy discussions and debates that would determine Hong Kong's future.

Furthermore, "The Status of Ethnic Minorities in Hong Kong, 1997 to 2014", a landscape study produced by The Zubin Foundation and authored by Puja Kapai at The Centre for Comparative and Public Law at The University of Hong Kong, found that these groups were still faring poorly across education, employment and general quality of life. This is despite decades of efforts by well-meaning charities and non-government organisations (NGOs).

A "top-down" solution was needed, which is why we unveiled Diversity List in 2016.

Diversity List is a list of ethnic minority individuals who are exceptionally skilled in their fields of work and would be an asset to any committee or board at the government, NGO or corporate level. We also identify Community Connectors. This category comprises individuals who have significant experience in directly working with ethnic minorities and other communities to address specific questions about employment, education, health, welfare, among other issues.

The exhaustive process of reviewing and shortlisting resumes, conducting interviews and selecting the finalists is done pro bono by Spencer Stuart Hong Kong, one of the world's top leadership consulting firms.

Since June 2017, nine of our Diversity List Candidates have been invited to sit on 11 HKSARG Committees. This is significant and demonstrates that the HKSARG also believes that policy and regulatory discussions benefit from diverse voices.

This year, we are pleased to launch Diversity List 2018, which once again puts forward exemplary ethnic minority individuals who want to serve Hong Kong.

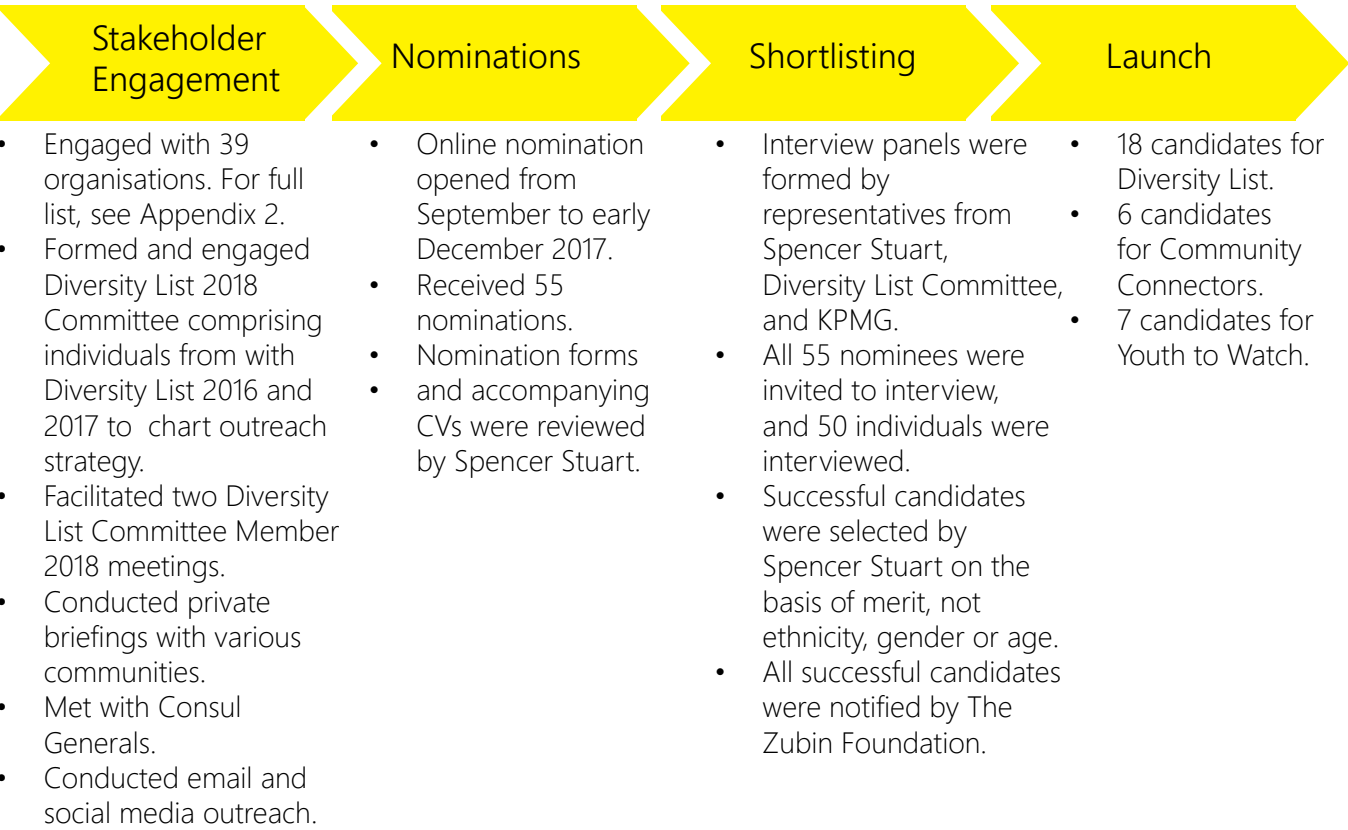
What is more, this year we are launching a Youth To Watch List. This category includes outstanding individuals under the age of 35 who are committed to bettering Hong Kong. We believe that embracing their ideas, passion and talent will be crucial to Hong Kong's future as a thriving, multicultural and harmonious society.

CRITERIA

The Zubin Foundation set forth a number of criteria for individuals in the nomination process. They must:

- Be over the age of 18 and a permanent resident of Hong Kong.
- Be of non-Chinese ethnicity or mixed race.
- Have significant experience in their area of work.
- Have achieved a certain standing in their profession.
- Be committed to serving Hong Kong.
- Be available to serve on a committee and be prepared to engage in meetings.

METHODOLOGY

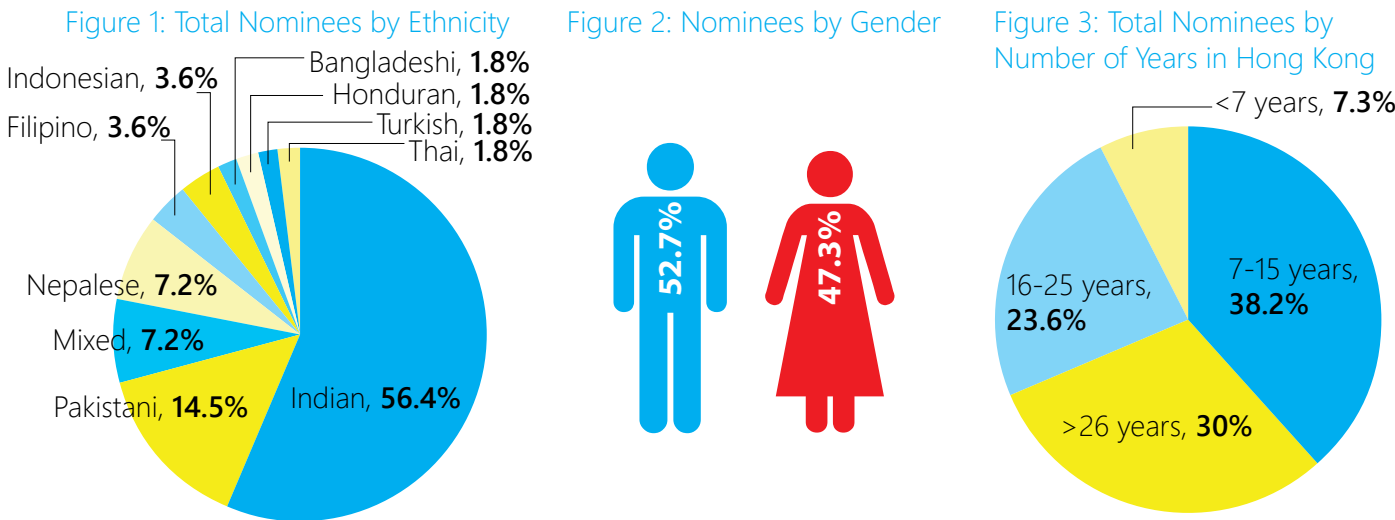


DIVERSITY OF NOMINEES

A total of 55 individuals participated in an online nomination process between 10 September 2017 and 7 December 2017.

Of the 55 nominees, 18 candidates were selected for Diversity List 2018, six were selected for Community Connectors 2018 and seven candidates were selected for Youth to Watch 2018.

The ethnicity, gender and duration of years in Hong Kong of the nominees are presented below:



DIVERSITY LIST, COMMUNITY
CONNECTORS & YOUTH TO WATCH
CANDIDATES 2018

(In alphabetical order of last name)

	Name	Ethnicity	Gender	Expertise	Diversity List/ Community Connector/ Youth to Watch
1.	Mr. Akshay BAJAJ	Indian	Male	Finance	Youth to Watch
2.	Ms. Fariha Salma BAKAR	Bangladeshi	Female	Education & Training	Youth to Watch
3.	Dr. Renu BHATIA	Indian	Female	Finance	Diversity List
4.	Ms. Luisa Tan CASTRO	Filipino	Female	Education & Training	Diversity List
5.	Mr. Kironmoy CHATTERJEE	Mixed Asian	Male	Information Technology	Community Connector
6.	Mrs. Meena DATWANI	Indian	Female	Regulatory Affairs	Diversity List
7.	Dr. Yuva DAYALAN	Indian	Male	Education & Training	Community Connector
8.	Mrs. Yosha GUPTA	Indian	Female	Information Technology	Diversity List
9.	Mrs. Pushpa GURUNG	Nepalese	Female	Education & Training	Diversity List
10.	Ms. Rina HIRANAND	Indian	Female	Marketing, Sales and Services	Diversity Lis
11.	Mr. Aziz HUSSAIN	Indian	Male	Business Management & Administration	Diversity List
12.	Dr. Sandeep JAIN	Indian	Male	Health Sciences	Diversity List
13.	Dr. Aditi JHAVERI	Indian	Female	Education & Training	Community Connector
14.	Mr. Abbas KHAN	Pakistani	Male	Others	Youth to Watch
15.	Mr. Michael KHAN	Mixed Asian	Male	Marketing, Sales and Services	Youth to Watch
16.	Ms. Yenni KWOK	Chinese – Indonesian	Female	Arts, Audio/Video Technology & Communication	Diversity List
17.	Mr. Posit LAOAPHAN	Thai	Male	Law	Diversity List
18.	Mrs. Soundari MUKHERJEA	Indian	Female	Education & Training	Community Connector
19.	Mr. Arshad MUHAMMAD	Pakistani	Male	Education & Training	Diversity List
20.	Mrs. Sanjukta MUKHERJEE	Indian	Female	Others	Diversity List
21.	Mr. Roshan MELWANI	Mixed Asian	Male	Law	Youth to Watch
22.	Ms. Ansah Majeed MALIK	Pakistani	Female	Charity & Non-government Services	Youth to Watch
23.	Mr. Danilo Andres REYES	Filipino	Male	Education & Training	Diversity List
24.	Mr. Pushkar Vijay SANE	Indian	Male	Marketing, Sales and Services	Diversity List
25.	Mrs. Pervin J. SHROFF	Indian	Female	Health Sciences	Diversity List

	Name	Ethnicity	Gender	Expertise	Diversity List/ Community Connector/ Youth to Watch
26.	Mr. Gurmel SINGH	Indian	Male	Others	Community Connector
27.	Dr. Chitra SIVAKUMAR	Indian	Female	Education & Training	Community Connector
28.	Mr. Carlos Pineda SOTO	Honduran	Male	Education & Training	Diversity List
29.	Mr. Mesut TEMEL	Turkish	Male	Business Management & Administration	Diversity List
30.	Ms. Mala Uttamchandani	Indian	Female	Education & Training	Youth to Watch
31.	Ms. Virginia WILSON	Eurasian	Female	Education & Training	Diversity List

DIVERSITY OF CANDIDATES

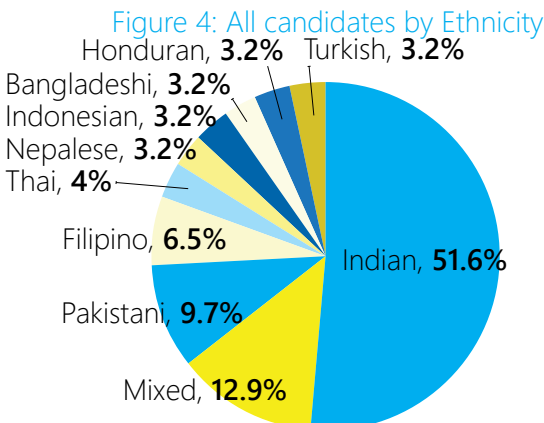
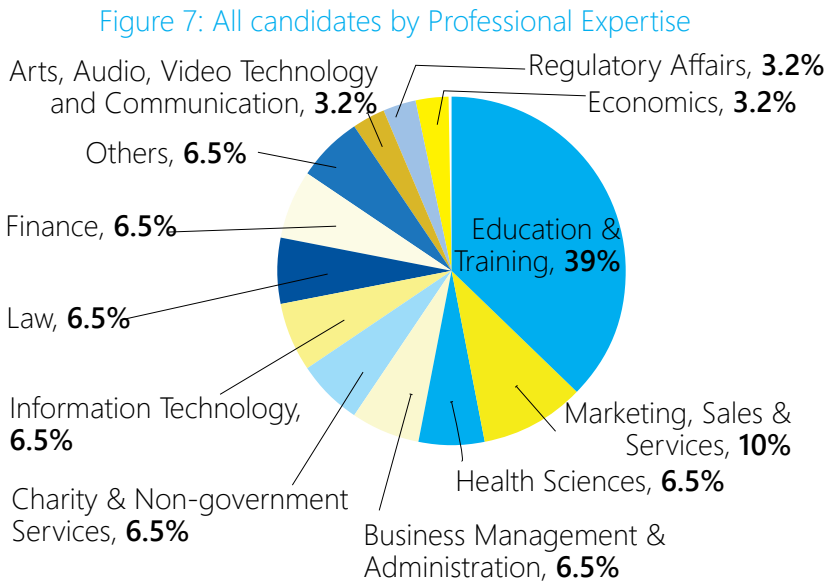
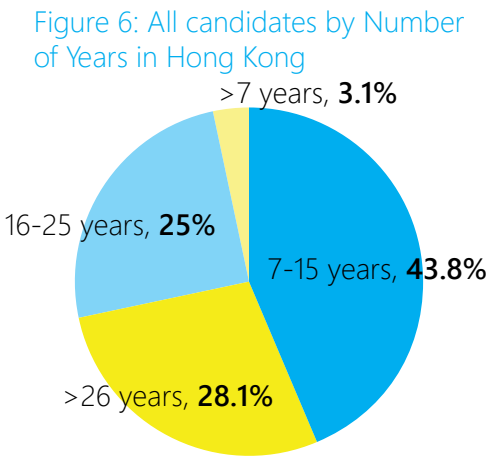
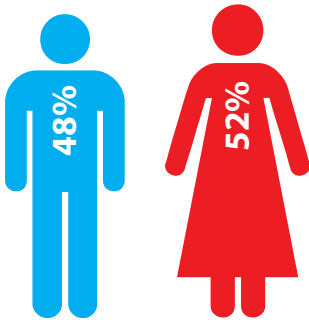


Figure 5: All candidates by Gender



Diversity List 2018



Community
Connectors



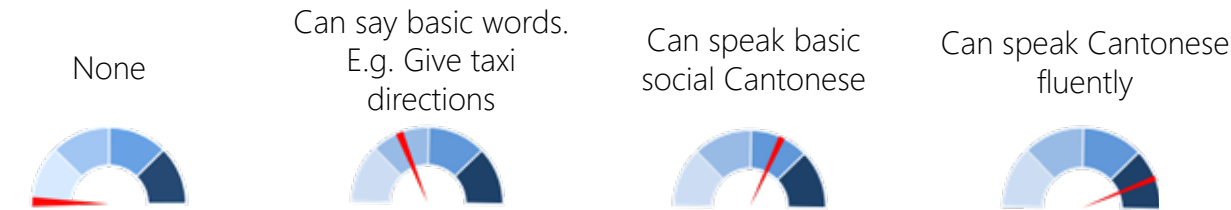
Youth to
Watch



Key for Candidate Profiles:
Ethnicity: Ethnicity is denoted by the following symbols:



Language: Cantonese language ability was self-determined by each candidate.
Cantonese Speaking Ability:



Finance



RENU BHATIA

Chairman and Co-founder
Sonikure Technology

Professional Experience:

Renu is a leading member of the fintech and health-tech sectors in Hong Kong. She co-founded Asia Fintech Angels and Super-charger, the first fintech accelerator programme dedicated to both startups and more established global companies aiming to capture the Asian growth market. She is also chairman and co-founder of Sonikure Technology, a Hong Kong-based technology company that developed a non-invasive drug delivery platform for the eye.

She has extensive experience in investment banking, asset management and private investments, having worked at Goldman Sachs in New York and HSBC in Hong Kong. Renu is well-versed in start-ups, having also started ChinaMD, and Paywise. She is a board member of Yintran, and an advisor to several startups. Renu was recognised as an Asia Fintech 100 Leader in 2016.

Renu has an MBBS from the University of London and an MBA from Yale University.

Voluntary Contributions to Hong Kong:

- Board Member, TIE HK, 2015-2018.
- Board Member, Hong Kong Blockchain Society, 2017-2018.
- Member, FinTech Steering Committee, Hong Kong Chamber of Commerce, 2016-2018.
- Chairman, Invotech Smart Healthcare SIG, 2016-2018.
- Member, BPF Healthcare Standing Committee, 2016-2018.
- Treasurer, Yale Club of Hong Kong, 2005-2016.

Quote from Spencer Stuart Hong Kong:

" Her leadership experience across key, high-growth sectors like investment banking, fintech and healthcare, along with her knowledge as an entrepreneur, make Renu an indispensable voice within Hong Kong's business community. She is also a role model for women in industries that have traditionally been dominated by men. "



Gender: Female

No. of years in Hong Kong: 25

Cantonese Speaking:



Cantonese Understanding:



Education & Training



LUISA TAN CASTRO

Career Mistress
Islamic Kasim Tuet Memorial College

Professional Experience:

Luisa has been a teacher at Islamic Kasim Tuet Memorial College since 2011, focusing on career development and alternative career pathways for ethnic minority students.

Luisa has successfully run two Child Development Fund projects from the Social Welfare Department, benefiting more than 100 students in the school. In her role, she also developed the school's media team and coordinated the launch of the Campus TV team. In addition, she spearheaded leadership training and speaking skills development initiatives for students through securing their participation in various competitions and in Model United Nations.

Currently, Luisa is leading the development of an aviation training programme for ethnic minority students in partnership with the Hong Kong Aero Institute.

Luisa holds a master's degree in liberal studies education, a postgraduate diploma in education, a postgraduate certificate in teaching English to speakers of other languages, in addition to a bachelor's degree in Philippine studies.

Voluntary Contributions to Hong Kong:

- Honorary Treasurer, United Muslim Association of Hong Kong, 2017-2018.
- Adviser, Muslim Filipino Association, 2016-2018.
- Volunteer, Kowloon Masjid Dawah Committee, 2011-2018.

Quote from Spencer Stuart Hong Kong:

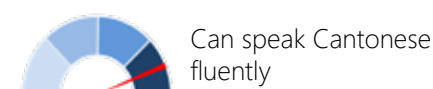
" Luisa is knowledgeable and passionate about issues affecting Hong Kong's ethnic minority children, particularly in education. She is fluent in Cantonese, and is an articulate, thoughtful and considered speaker. She is also an active member of the Muslim community in Hong Kong. "



Gender: Female

No. of years in Hong Kong: 28

Cantonese Speaking:



Cantonese Understanding:



Regulatory Affairs



MEENA DATWANI

Recently retired from Hong Kong Monetary Authority; Secretary General of the Baha'i Community

Professional Experience:

Meena recently retired as Executive Director of the Hong Kong Monetary Authority (HKMA) having worked there for nearly 23 years.

During her last post as Executive Director for Enforcement and Anti Money Laundering Supervision, she was responsible for overseeing the enforcement function of the HKMA. This included handling complaints against authorised institutions as well as supervising anti-money laundering and financial crime risk management by authorised institutions. Last October, as a result of her team's efforts, the HKMA was awarded the Grand Award for Public Organisations for its complaint handling.

She also served on the board of directors of the Financial Dispute Resolution Centre since its establishment, during which enhancements were made to the level and scope of the centre's services for the benefit of consumers.

During her tenure as CEO of the Deposit Protection Board, she was responsible for proposing and taking forward legislation to enhance the level of protection afforded to bank depositors.

Meena is a qualified lawyer and previously worked in the Office of the General Counsel. Prior to joining the HKMA in 1995, Meena was a senior lawyer in the Hong Kong Government.

Voluntary Contributions to Hong Kong:

- Board Member, Pathfinders, 2017-2018.
- Secretary General, Baha'i community, 1993-2018.

Quote from Spencer Stuart Hong Kong:


"Meena is among the most impressive candidates we have interviewed. Her list of professional accomplishments as a senior executive in the Hong Kong Monetary Authority is long and impressive. Combined with her history of government service, she is a very worthy candidate for Diversity List, and is well equipped to handle any advisory role."

Ethnicity: 

Gender: Female

No. of years in Hong Kong: 56

Cantonese Speaking:

 Can speak Cantonese fluently

Cantonese Understanding:

 Most of the conversations

Information Technology



YOSHA GUPTA

Financial Inclusion Consultant, International Finance Corporation (World Bank Group)
Founder, Meraki

Professional Experience:

Yosha has 12 years of professional experience in the fintech sector across Asia (India, Hong Kong, Indonesia, China, Vietnam, Philippines, Myanmar, Bangladesh), with her most recent role being a financial inclusion consultant with the International Finance Corporation, World Bank Group.

Yosha is also the founder of a direct-to-customer artisanal fashion brand, Meraki. Meraki promotes India's cultural heritage and traditional arts through selling high-end handpainted products, which support and empower local artists in India.

She also founded LafaLafa, a leading coupon and cashback Android app with more than one million downloads in India. It is backed by 500Startups, Vectr Ventures, Facebook's FBStart and Cyberport's Startup programme in Hong Kong.

Yosha has a master's degree in finance from the Hong Kong University of Science and Technology and an undergraduate degree in economics from Lady Shri Ram College for Women. She is a regular speaker at digital and payments events and is an advisor and mentor to start-ups.

Voluntary Contributions to Hong Kong:

- Founding Member, IndiaTech HK, 2018.
- Mentor, Enrich, 2018.
- Chapter Lead, SPIC MACAY (Society for the Promotion of Indian Classical Music and Culture Amongst Youth) in Hong Kong, 2009-2018.
- Mentor, Young Founders School, 2017.

Quote from Spencer Stuart Hong Kong:

"Based on Yosha's accomplishments in just 10 years in Hong Kong, our city's start-up and fintech communities certainly have much to look forward to."

Yosha is smart and energetic, and passionate about harnessing the power of technology to make a real difference to people's lives."

Ethnicity: 

Gender: Female

No. of years in Hong Kong: 10

Cantonese Speaking:

 Can say basic words. E.g. Give taxi directions

Cantonese Understanding:

 A few words only

Education & Training



PUSHPA GURUNG

Adviser
Musubi, Hong Kong

Professional Experience:

Pushpa completed her undergraduate studies at the University of Rajasthan in 1975, majoring in mathematics. Soon after, she moved to Hong Kong to work for the British Army teaching mathematics, science and physical education to secondary students. She also undertook responsibilities at the Vietnamese Refugee Camp as a sports and recreation coordinator (Save the Children Fund) and primary school principal (International Social Service).

For the past 22 years, Pushpa has focused on entrepreneurial endeavours, including advocating for greater employment opportunities for ethnic minorities in Hong Kong and Macau, as well as continuing to serve the Nepalese community.

Pushpa is currently an adviser to the Nepali Women's Association, Musubi Hong Kong, and is an executive member of the Nepal Olympic Committee (Women's Commission). In 2004, Pushpa was awarded a Commendation for Community Service from the Hong Kong SAR Chief Executive.

Voluntary Contributions to Hong Kong:

- Adviser, Musubi Hong Kong, 2017-2018.
- Founder and adviser, Nepali Special Education Needs (SEN) Mothers' Support Group, 2015-2018.
- Member, Committee on Promotion of Racial Harmony, Home Affairs Bureau, 2002-2004.
- PTA Coordinator, Delia Memorial School Hip Wo, 1998-2000.
- Assistant Division Commissioner, English Speaking Girl Guides and Brownies of The Hong Kong Girl Guides Association, 1978-1995.

Quote from Spencer Stuart Hong Kong:

"For four decades, Pushpa has been a leading advocate for greater opportunities for Hong Kong's ethnic minorities, and a voice for Hong Kong's sizeable Nepalese population. She is also passionate about women's issues and special education needs. Her extensive social work has been recognised by the government. "

Ethnicity:

Gender: Female

No. of years in Hong Kong: 43

Cantonese Speaking:



Can say basic words. E.g. Give taxi directions

Cantonese Understanding:



Nothing

Marketing, Sales and Services



RINA HIRANAND

Strategy Director
Ogilvy & Mather

Professional Experience:

Rina is a strategist and digital marketer. She is currently a Strategy Director at Ogilvy & Mather, where she helps clients build their brand, business and reputation in a socially and digitally enabled world. She specialises in brand strategy, digital change transformation, social media and online reputation management.

Rina started her career with the UN Refugee Agency, leading outreach and education efforts in the organisation's Public Information and Private Section Fundraising Unit. She then moved into public relations at Bite Communications, supporting brands in building communication strategies.

Rina was selected as a protégé in The Women's Foundation 2015-2016 Mentoring Programme for Women Leaders, a highly acclaimed programme that aims to increase the number of women in policy and decision-making roles in Hong Kong.

Voluntary Contributions to Hong Kong:

- Steering Committee, The Women's Foundation Mentoring Programme for Women Leaders, 2016-2018.

Quote from Spencer Stuart Hong Kong:

"Rina is a sharp, young leader. Her experience spans across the commercial, digital, creative arenas — and she is well-versed in the opportunities and challenges facing corporate clients in this space. She is passionate about women's rights, particularly women in leadership. "

Ethnicity:

Gender: Female

No. of years in Hong Kong: 27

Cantonese Speaking:



Can say basic words. E.g. Give taxi directions

Cantonese Understanding:



A few words only

Business Management & Administration



ALIA ELIZABETH EYRES

Manager, Finance Change Delivery, ASP
HSBC

Professional Experience:

Aziz is a finance professional with a breadth of cross-sector experience. He is a qualified chartered accountant and CFA charter holder. After beginning his career at Big 4 accounting firms in India, Singapore and Hong Kong, he has since worked at a number of corporates in business advisory, tax structuring, M&A and strategy roles.

He is experienced in driving complex projects while integrating the efforts of culturally diverse teams across functions and geographies. He currently implements change management projects within the Asia-Pacific region for HSBC.

Aziz also provides pro-bono management consultancy services to various non-profit organisations in Hong Kong.

Aziz holds a Bachelor of Commerce degree from Mumbai University.

Voluntary Contributions to Hong Kong:

- Treasurer, China Coast Community, 2018.
- Treasurer, Hooseinee Society, 2016-2018.
- Member, Advocacy Committee, Hong Kong Society of Financial Analysts, 2014-2018.

Quote from Spencer Stuart Hong Kong:

" Having lived in Hong Kong for 13 years, Aziz stands out for his willingness to find time to serve the community, through both social work and professional advocacy. He has strong regional experience in finance and accountancy. "



Gender: Male

No. of years in Hong Kong: 13

Cantonese Speaking:



Cantonese Understanding:



Health Sciences



SANDEEP JAIN

Managing Director
Diestel & Partners (Dental Surgeons)

Professional Experience:

Sandeep is a dentist, professor, mentor, as well as managing director and CEO of Diestel Dental Group, a chain of six clinics serving communities in Central and Lantau. With more than 25 years of experience, he provides general dental care with a particular emphasis on implants, periodontics and minor oral surgical procedures.

He received his BDS from MAMC, Delhi and migrated to New Zealand where he practiced for six years. Sandeep then moved to Hong Kong where he received his master's degree in periodontics. He went on to do an advanced diploma in periodontics from the University of Hong Kong. He has also been awarded an MRD RCS degree from the Royal College of Surgeons, Edinburgh and MRACDS in periodontics from the Royal Australasian College of Dental Surgeons.

A resident of Discovery Bay, Sandeep is an active member of the local community and a supporter of local fundraisers.

Voluntary Contributions to Hong Kong:

- Member, Tamil Cultural Association.
- Member, Discovery Bay Smashers Cricket Club
- Donor of children's mouth guards at cost to the Hong Kong Rugby Union
- Participant, Discovery Bay Recreation Club Charity Tennis Cup to raise funds for the Hong Kong Down Syndrome Association and Watchdog Early Education Centre
- CEO, Diestel Dental Group, which also offers special rates to Hong Kong's Foreign Domestic Helpers and pro bono work for special cases

Quote from Spencer Stuart Hong Kong:

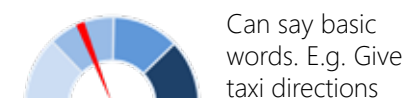
" Sandeep is a well-known member of Hong Kong's medical and Indian communities. He is keen to leverage his experience as a businessman and a leading dentist into greater community service, and we look forward to seeing his contributions continue to grow. "



Gender: Male

No. of years in Hong Kong: 18

Cantonese Speaking:



Cantonese Understanding:



Arts, Audio/Video Technology & Communication



YENNI KWOK

Journalist and Researcher
Independent Consultant

Professional Experience:

Yenni is a veteran journalist with over two decades of experience. She moved to Hong Kong in December 1997 to work for a weekly current affairs magazine, Asiaweek. She has since produced stories for various leading regional and international media outlets, including the South China Morning Post, CNN, Time Magazine, the New York Times and The Guardian.

Being a member of the ethnic minority community in both her home country and in Hong Kong has driven her to focus her attention on stories about social justice, and in particular women's rights. These include a documentary on Indian women in Hong Kong; the abuse and exploitation of Indonesian domestic workers in Hong Kong; the stark contrast of the lives of two Indonesian migrant women and their British banker killer; Hong Kong, Japan and South Korea being home to some of the highest rates of female homicide in the world; and Hong Kong having the world's highest proportion of incarcerated women.

Yenni holds a master's degree in social sciences, with a focus on ethnicity and nationalism, and a bachelor's degree in journalism.

Voluntary Contributions to Hong Kong:

- Member, Association for Concern for Legal Rights of Victims of Domestic Violence, 2017-2018.
- Frequent author of opinion pieces and open letters on domestic violence.
- Volunteer, Hong Kong Dog Rescue, 2007-2008.
- Board member, Asian Monitor Resource Centre, 2001-2003.

Quote from Spencer Stuart Hong Kong:

"Whether as a journalist, researcher, working group member, or subject matter expert before LegCo or on various social media platforms, Yenni has devoted herself and her talents to raising awareness of domestic violence, female homicide, human trafficking, media prejudice and other injustices in Hong Kong. She is also relentless in spreading lessons and best practices across jurisdictions in Asia."

Ethnicity:  + Chinese

Gender: Female

No. of years in Hong Kong: 16

Cantonese Speaking:



Can say basic words. E.g. Give taxi directions

Cantonese Understanding:



A few words only

Law



POSIT LAOAPHAN

Partner
Latham & Watkins

Professional Experience:

Posit has been a practicing attorney since 2001. He started his career in New York, and relocated to Hong Kong seven years ago.

As a partner at Latham & Watkins, one of the largest global law firms, Posit is currently Head of Latham's Asia Structured Finance and Derivatives Practice, as well as Head of Latham's Thailand Practice. He was previously co-chair of Latham's Financial Institutions Group.

His practice focuses on representing financial institutions and other large corporates on various complex cross-border corporate and finance matters. He brings to his role an ability to work across multiple legal jurisdictions as well as cultures and societies.

Through Latham & Watkins, Posit has been a strong supporter of human rights work through pro bono services for the Justice Centre of Hong Kong and Liberty Asia. His work has contributed to Latham being awarded the Distinguished Pro Bono Law Firm from the Law Society of Hong Kong in 2016.

Voluntary Contributions to Hong Kong:

- Pro bono legal adviser, Justice Center of Hong Kong, 2011-2018.
- Pro bono legal adviser, Liberty Asia, 2015-2018.
- Pro bono legal adviser, PILNET (Global Network for Public Interest), 2011-2018.

Quote from Spencer Stuart Hong Kong:

"Posit is a highly accomplished and intelligent lawyer. In addition to his extensive work in human rights, we are keen to see Posit continue to develop as an ambassador for the ethnic minority community in Hong Kong."

Ethnicity: 

Gender: Male

No. of years in Hong Kong: 7.5

Cantonese Speaking:



Can say basic words. E.g. Give taxi directions

Cantonese Understanding:



Nothing

Charity & Non-government Services



ARSHAD MUHAMMAD

Chief Imam Hong Kong
Kowloon Mosque and Islamic Centre

Professional Experience:

As Chief Imam, Arshad is a notable leader within, and senior representative of, Hong Kong's Muslim community. His responsibilities are wide-ranging and include: managing the staff at five mosques in the city, leading daily prayers and all prayers during the holy month of Ramadan, speaking on behalf of the community in the local media, delivering lectures on Islamic studies in Hong Kong and abroad, officiating marriages, participating in academic and religious exchanges, and hosting local and overseas government and religious officials.

In addition to his teachings on Islam and his passion for promoting interfaith understanding, he teaches Urdu and Arabic at Hong Kong Baptist University – courses that he designed.

He is an active ambassador for Hong Kong. As a participant in international conferences, he regularly promotes the city as a harmonious and tolerant society.

Arshad is a recipient of a number of awards and recognitions for his contributions to Hong Kong and to Islam, including Peace Ambassador, being named one of the world's 500 most influential Muslims, and being awarded a Certificate of Appreciation by Hong Kong Police.

Voluntary Contributions to Hong Kong:

- Active interfaith speaker, 2001-2018.
- The Incorporated Trustees of the Islamic Community Fund of Hong Kong, 2001-2018.
- Member and speaker of "Hong Kong Network for Religion and Peace," 2001.
- Centre for Harmony and Enhancement of Ethnic Minority Residents (CHEER), 2017.

Quote from Spencer Stuart Hong Kong:

"As the Chief Imam of Hong Kong, Mr Muhammad has played a critical role in promoting interfaith dialogue and understanding in Hong Kong over the past 17 years. He works tirelessly with NGOs to support minority communities, and actively engages with Hong Kong schools, universities, and other local institutions. Mr Muhammad has also made broader contributions to Hong Kong. These have included establishing Arabic and Urdu programmes at Baptist University, where he continues to teach, and advising LegCo on Islamic Finance legislation and regulation."



Gender: Male

No. of years in Hong Kong: 17

Cantonese Speaking:



Can say basic words. E.g. Give taxi directions

Cantonese Understanding:



A few words only

Business Management & Administration



SANJUKTA MUKHERJEE

Head of Thought Leadership, Hong Kong and Mainland China
PwC

Professional Experience:

Sanjukta is an economist and currently heads up Pricewaterhouse-Coopers' thought leadership team for Hong Kong and China. Previously, she worked for multilateral institutions such as the International Labour Organisation (ILO) and the International Finance Corporation (IFC) on diverse topics such as poverty reduction, child labour, income inequality, gender inequality, investment climate of emerging economies and energy affordability.

At the ILO, based in the Bangkok office, she was responsible for the estimations of worst forms of child labour populations in the supply chains of various sectors in Asia Pacific to inform policy and programme interventions. At the IFC, based in the Moscow office, she was responsible for conceptualising surveys to estimate the competitiveness of economies in Eastern Europe and Central Asia and inform policy recommendations.

She has contributed to flagship publications and peer reviewed journals including the Journal of Quantitative Economics and World Development.

Sanjukta holds a master's degree in agricultural and applied economics, and a bachelor's degree in mathematics and economics.

Voluntary Contributions to Hong Kong:

- Member, Bright HK, 2017.

Quote from Spencer Stuart Hong Kong:

"Sanjukta is exceptionally well-versed in policy and economic issues relating to poverty and inequality. Her pan-regional experience across both the private and NGO sectors put her in a strong position to add value to key debates around Hong Kong's future, in particular, socio-economic issues like income inequality and poverty reduction."



Gender: Female

No. of years in Hong Kong: 7.5

Cantonese Speaking:



Can say basic words. E.g. Give taxi directions

Cantonese Understanding:



Nothing

Education & Training



DANILO ANDRES REYES

Teaching Assistant, City University of Hong Kong;
Consultant, Asian Legal Resource Centre

Professional Experience:

Danilo has 14 years of professional experience advocating for the protection of human rights throughout Asia. He does legal research, documentation, interviewing and writing in order to seek redress for victims of human rights abuses. Danilo also helps Filipino asylum seekers fleeing from political persecution.

In addition, Danilo supports policy advocacy for Chinese as Secondary Language (CSL) for ethnic minority students. Danilo and his children participate in research by NGOs and policy discussions at the Legislative Council on equality and non-discrimination in education.

Danilo is currently a PhD candidate at the Asian and International Studies Department, City University of Hong Kong. He completed his master's degree in human rights at the University of Hong Kong in 2013.

Before he settled with his family in Hong Kong in 2007, he worked as a reporter for a community radio station and several newspapers in Mindanao, Philippines. After his career in journalism, he worked at various NGOs promoting human rights and labour rights.

He is married and has two children. He speaks English, Tagalog, Cebuano and Hiligaynon.

Voluntary Contributions to Hong Kong:

- Consultant, Asian Legal Resource Centre, 2017-2018.
- Member, Philippine Political Science Association (PPSA), 2017-2018.
- Member, Golden Key Club, as recipient of the Li Po Chun Charitable Trust Fund scholarship, 2017.
- Member, Southeast Asia Research Centre, City University of Hong Kong, 2015-2018.
- Member, Postgraduate Association, City University of Hong Kong, 2015-2018.
- Member, Open Door, 2014-2018.
- Volunteer, Hong Kong Unison, 2013-2018.

Quote from Spencer Stuart Hong Kong:

"Danilo is a knowledgeable, articulate and well-rounded academic, who is deeply committed to creating a fairer and more harmonious Hong Kong. His fluency in human rights issues and policies, and his grassroots experience, make him a valuable asset to any board. He has made Hong Kong his home and the city as a whole will no doubt benefit from his contributions."

Ethnicity:

Gender: Male

No. of years in Hong Kong: 10

Cantonese Speaking:



Cantonese Understanding:



Business Management & Administration



PUSHKAR VIJAY SANE

Co-Founder & CEO
Convergence Ventures

Professional Experience:

Pushkar is co-founder and CEO of a consulting and technology incubation firm, Convergence Ventures. He specialises in digital marketing, media, strategy and big data analytics, helping organisations navigate today's digitised economy and create ideas that connect with their customers effectively.

Previously, he served as Chief Digital Officer (North & South Asia) and Global Head of Social Marketing Practice at Publicis Groupe's media entity, Starcom. He also worked with EuroSCG and FCB in various leadership roles. He served as an adviser-in-residence at the VentureNursery from 2012 to 2015 and advised over 15 ventures.

Pushkar holds a bachelor's degree in physics and a postgraduate diploma in computer applications from the MS University of Baroda, as well as a postgraduate diploma in advertising and communications management from NMIMS Mumbai. He also attended an executive management leadership programme at INSEAD Singapore.

His passions include travelling, photography, reading, tennis and chess.

Voluntary Contributions to Hong Kong:

- Member, Asia Society Hong Kong, 2017-2018.
- Vice Chair, Tennis Advisory Committee, Discovery Bay Recreation Club and Vice Chair, DB Tennis Society, 2015-2018.
- Founding Member, Community Action and Response Endeavour @ Hong Kong (CARE@HK), 2010.
- Management Committee Member, Forum of Indian Professionals in Hong Kong, 2006-2010 and 2017-2018.
- Member, Hong Kong Literary Group, 2006-2018.
- Member, Interactive & Direct Committee, HK4As, 2004-2011.

Quote from Spencer Stuart Hong Kong:

"Pushkar impressed us with his entrepreneurial spirit and his active participation in voluntary work. He is deeply knowledgeable about the convergence of marketing and big data analytics, making him a credible industry voice, particularly as Hong Kong's economy continues on its journey of digital transformation."

Ethnicity:

Gender: Male

No. of years in Hong Kong: 16

Cantonese Speaking:



Cantonese Understanding:



Health Sciences



PERVIN J SHROFF

Healing, Meditation & Counselling
Cancer Link and Central Minds

Professional Experience:

Pervin is a retired company director who has lived in Hong Kong for nearly 50 years.

Together with her husband, Pervin established Fossil East Limited in Hong Kong, a leading watch manufacturer and retailer which later went public on the NASDAQ Exchange in 1993. She served as director of the company for nearly 25 years.

After retiring from Fossil, Pervin founded The Healing Circle, a centre for yoga, free healings and alternative therapies. Since 2010, she has been working extensively with refugees at the Chung King Christian Action Refugee Centre, and also spends time working with cancer patients in need of emotional and physical support.

Pervin has a degree in economics from St Xavier's College, Mumbai, India.

Voluntary Contributions to Hong Kong:

- Volunteer, Shakti Healing Centre, The Sanctuary, 2007- 2018.
- Volunteer, Healing of The Cancer Link, Hong Kong, 2010.
- Director, The Healing Circle, 2003-2007.

Quote from Spencer Stuart Hong Kong:

"Despite having retired from leading a successful, publicly listed company that she co-founded, we are thrilled to see Pervin using her skills and resources to offer support to Hong Kong's underprivileged population. Her free services for cancer patients, in particular, is truly inspiring."



Ethnicity:

Gender: Female

No. of years in Hong Kong: 46

Cantonese Speaking:



Cantonese Understanding:



Education & Training



CARLOS PINEDA SOTO

Lecturer
The University of Hong Kong

Professional Experience:

Carlos is a career educator, with most of his professional experience gained in the United States and Hong Kong. He has worked in public schools, in an educational non-governmental organisation, and in the commercial education sector, attending to students from a broad range of socio-economic backgrounds, as well as those with special educational needs.

However, his main focus has been in working with students from grassroots families, and particularly from families of ethnic and racial minority backgrounds in Hong Kong.

Through acquired skills in programme administration, curriculum development, and teacher and student leadership development, Carlos aims to empower students, families, teachers, and administrators to be agents of change.

Carlos is a believer in the power of diversity to strengthen society.

Voluntary Contributions to Hong Kong:

- Grant recipient from Make a Difference Organisation for exam preparation group for form six ethnic minority students, 2016-2017.
- Volunteer adviser, Hong Kong Nepalese Foundation, 2014-2017.
- Volunteer, St. Joseph Social Centre, 2014-2015.

Quote from Spencer Stuart Hong Kong:

"Carlos brings a unique and valuable perspective to education in Hong Kong. He is well-rounded in his experience, and in a few short years, has made notable contributions through his professional and voluntary work."



Ethnicity:

Gender: Male

No. of years in Hong Kong: 8.5

Cantonese Speaking:



Cantonese Understanding:





MESUT TEMEL

Director
Rem Dis Ticaret

Professional Experience:

Mesut is a senior IT professional with over 20 years of experience in the telecom and technology sectors. His expertise is in the supply chain of flash memory products.

Currently, Mesut does technology management and consulting with a primary focus on strategic transformation, analysis and planning.

Mesut has extensive experience working across the Greater China region. He started his career in Taipei in 1997. He then established and managed branches in Guangzhou, Shanghai, and Shenzhen. Mesut moved to Hong Kong from the United States in 2006 and started to work for REM. Within three years, REM became the biggest flash memory supplier in Turkey and the surrounding region. Besides having its own brand, REM is a distributor of other major brands throughout its sales network.

Mesut is married with three children. He speaks fluent Turkish, Kurdish, English and Putonghua.

Voluntary Contributions to Hong Kong:

- Council Member, International Islamic Society, 2017-2018.
- Council Member, United Muslim Association, 2015-2018.
- Chairman, Antolia Cultural and Dialogue Centre, 2007- 2018.
- Director, Ease Education/Rosebud Primary School, 2007- 2018.

Quote from Spencer Stuart Hong Kong:

"Mesut is an accomplished businessman with strong experience in the Greater China region. He is acutely aware of the issues facing his community in Hong Kong, and is active in creating long-term solutions and interventions, as evidenced by his role in establishing the Rosebud Primary School."



Ethnicity:

Gender: Male

No. of years in Hong Kong: 12

Cantonese Speaking:



Can say basic words. E.g. Give taxi directions

Cantonese Understanding:



General meaning of conversations



VIRGINIA WILSON

Chief Operations Officer
OneSky

Professional Experience:

Virginia is one of Hong Kong's leading voices for children with special educational needs. She spent the past 13 years serving as the chief executive of the Child Development Centre, a social and educational services organisation in Hong Kong that serves children with special needs. Among her accomplishments is increasing the number of children and families served by the centre from 120 to almost 600 families annually.

The first 10 years of her work experience was spent in the private sector, both internationally and locally. This includes being one of the founding members of Star TV, general manager of Creative Artists Management, and CEO of Gateway Global, the international distribution and marketing arm for a leading die-cast manufacturer in China.

She has also been a board member of various charities and NGOs. Her leadership experience in both the private and public sector allows for a unique perspective in the shared value of people, economy and society.

Voluntary Contributions to Hong Kong:

- Chairman, Education Committee, American Chamber of Commerce Hong Kong, 2013-2018.
- Board Member, Present Springboard Project Limited, 2008-2018.
- Member, Joint Council for the Physically and Mentally Disabled, Hong Kong Council of Social Services, 2006-2018.
- Chairman, Communications Committee and Member, Subvention Review Committee, English Schools Foundation, 2008-2013.
- Council Member and School Council Chair, 2007-2013.
- Co-chair, Chairman and Treasurer, Growing Together, 2005-2013.
- Vice Chairman, Executive Committee, and Member, Executive Committee, Matilda Child Development Centre, 2001.

Quote from Spencer Stuart Hong Kong:

"Virginia is one of Hong Kong's most credentialed and notable authorities on education issues, especially in the highly complex and important area of special education needs. Virginia's rich commercial and charity sector experiences also give her tremendous insight, and make her valuable in any senior advisory setting."

Ethnicity: Eurasian

Gender: Female

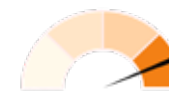
No. of years in Hong Kong: 28

Cantonese Speaking:



Can speak Cantonese fluently

Cantonese Understanding:



Most of the conversations

COMMUNITY CONNECTORS

This is a list of individuals who have significant experience in directly working with minority groups and other communities to address specific questions about employment, education, health and welfare. These individuals are an asset to NGOs and specific government committees that work directly with ethnic minority service users.



KIRONMOY CHATTERJEE



Professional Experience:

Kironmoy is a veteran IT and telecommunications professional with over 40 years of experience.

His roles and accomplishments in the field are extensive, and include: CIO for building and operating Hong Kong International Airport, one of the largest development projects in the 20th century; Director and CIO of Gammon Construction; CEO of Asia Online; founding member of the HKMA Quality Award; Chairman of the HKMA Office Management Committee and the Telecommunications Users Group; and senior roles in Hong Kong Telephone Co., Jardine Matheson, Hong Kong Land, Price Waterhouse Management Consultants, Hutchison Ports, Reliance Industries, and Mumbai Airport.

Kironmoy is also an active speaker at conferences, and regular contributor to news and trade publications, including Enterprise Innovation, South China Morning Post, and ComputerWorld.



YUVA DAYALAN



Professional Experience:

Yuva is a former professional international badminton player for India, and is currently a yoga teacher, training individuals and celebrities across the globe. He is particularly passionate about inspiring children to learn yoga and embrace a healthy lifestyle. He is the founder and organiser of the Yoga World Festival, Indochina International Yoga Festival, and the International Yoga Championships.

He grew up in an unorthodox Hindu family where spirituality was practiced as a daily part of life. As a former professional badminton player (ranked 2nd in India), he was forced to stop playing professionally because of pneumonia. He took up yoga seriously as a therapy to overcome his medical condition.



ADITI JHAVERI

Professional Experience:

Aditi is an award-winning educator, TEDx speaker and a lecturer of Applied Linguistics at The University of Hong Kong (HKU).

Driven by a sense of justice and fairness, she is committed to tackling equity issues affecting ethnic minority groups and women across both academia and wider society. She serves as an elected member of the Committee of Gender Equality and Diversity and the Performance Review Appeals Panel for staff at HKU.

More recently, Aditi has been promoting the use of inclusive language to address discrimination against minority groups. She was invited to give a talk on the subject during the Equal Opportunity Festival, and also awarded a grant to present her findings in a diversity and inclusion conference in Tokyo.

Aditi is also part of a pioneering team that launched an online course on prevention of sexual harassment on university campuses.

In her free time, she volunteers for women's organisations and runs educational workshops for disadvantaged students.



SOUNDARI MUKHERJEA

Professional Experience:

Soundari is the founder and director of TSol (Tvameva Solutions), a capability enhancement firm that conducts workshops in the areas of Skills & Behaviour, Leadership, Business Storytelling, Executive Presence, Diversity and Inclusion and Mind Over Matter.

Soundari has over 10 years of business experience in finance, operations and banking with Lipton and ANZ Grindlays Bank. She is known for cultivating and maintaining mutually beneficial business alliances through extensive community involvement.

Soundari has a bachelor's degree in commerce, is a qualified accountant and has a post-graduate diploma in management.



GURMEL SINGH

Professional Experience:

Gurmel Singh started his career in 2007 as an assistant research scholar in Sikh history at the Golden Temple in Amritsar. He was then appointed as Religion Teacher and Manager of the Khalsa Diwan (Sikh Temple) Hong Kong in 2009. He currently works as a full-time Hindi and Punjabi interpreter.

During his time in Hong Kong, he has closely monitored the challenges facing Sikhs and Punjabis, while being an active voice for these communities.

He has played a key role in educating the local Chinese and non-Chinese communities about Sikh culture and religion. This includes reaching around 25,000 students through lectures at schools and universities across Hong Kong. He has designed and taught the first-ever course in Hong Kong about Sikh tradition at the Chinese University of Hong Kong.

Gurmel has also represented Khalsa Diwan in local and international interfaith meetings and conferences.



CHITRA SIVAKUMAR

Professional Experience:

In addition to being a software consultant, published author, contributor to various local and regional magazines and radio programmes, and lecturer at SCOPE City University of Hong Kong, Dr Sivakumar is a leading ambassador for Hong Kong's Tamil population. As president of Children Cultural Group, her passion lies in bringing together the Indian community and encouraging children to build their confidence through participation in cultural and academic events organised by the government, NGOs, and international and Indian associations. She is also the project coordinator of RTHK's CIBS radio programme, giving a platform to local Indians to showcase their talents. Among her ambitions is the establishment of a school and community centre in Tung Chung managed by Indians, for which she has successfully lobbied the Hong Kong Legislative Council.



YOUTH TO WATCH

This is a group of bright and accomplished individuals under the age of 35. Incubated in today's globalised and highly connected economy, they bring to the table new and exciting ideas for a better Hong Kong.



AKSHAY BAJAJ

Age: 27

Akshay works for a technology-focused venture capital firm investing in Southeast Asia. He helps early-stage companies develop disruptive business models that transform the way consumers and businesses in developing economies interact.

Akshay is the co-founder of an organisation called Learning Together, aimed at empowering young asylum seekers and refugees in Hong Kong to create meaningful social impact projects, develop business skills and build confidence and to pursue educational and professional opportunities. The organisation develops young leaders within the community, supports them getting into university, securing internships and fellowships, and advocates for their community in the press and with government bodies. He is also an active driver of legislation within the asylum seeker and refugee communities.



SALMA FARIHA DEIYA

Age: 19

Salma currently teaches English at Central and Western District St. Anthony's School and Bishop Ford Memorial School. She is an active voice for Hong Kong's ethnic minority population, and youth in particular.

Her community contributions include Project Ethnic Minority Empowerment at City University of Hong Kong, a student-initiated project focused on advocacy, networking and mentorship; General Secretary for Voices of Diversity, an ethnic minority advocacy group; and being an ethnic minority advocate at FinTV, a local television channel.

She submitted a petition to the Chief Executive of Hong Kong on behalf of the ethnic minority residents regarding the 2017 policy address.

She is currently an intern at the Democratic Party Hong Kong (Kwun Tong District Council).

Her recognitions include a Gold Service Award for the City Youth Empowerment Project for acquiring more than 100 service hours in an academic year, as well as receiving scholarships from Chow Tai Fook Charity Foundation; Unison Scholarship for Tertiary Education; Dare-to-dream Scholarship from the Home Affairs Department and CHEERS; and Harmony Scholarship.

Salma is fluent in English, Cantonese and Mandarin, and is proficient in Bengali, Tagalog and Hindi.





ABBAS KHAN

Age: 21

Currently an undergraduate business student at Hong Kong Baptist University – and named to the Dean's List for 2017 – Abbas is an active member of his local community.

Abbas' volunteering experience includes Elderly Home Cleaning, a service arranged by Kowloon Chamber of Commerce; Hong Kong Rehabilitation Power Centre; and Salvation Army Wah Fu Centre.

During the summer of 2017, Abbas worked at Lan Kwai Fong Properties' finance division, and in the previous summer, he interned at Manulife International.

After he graduates, Abbas aspires to a career in finance and to create employment opportunities for those who come from a similar background.

Abbas was born in Hong Kong and is fluent in Cantonese, English, Urdu and Pashto.



MICHAEL KHAN

Age: 24

Michael is known by his peers as "everybody's best friend".

Skilled in public speaking, performing and writing, since the early 2000s he has been a vocal supporter of youth empowerment, ethnic minority advocacy, gender equality, higher education, civic engagement and social integration.

In secondary school, he piloted projects that championed women's rights and founded "BestFriends" magazine, a student platform for social debate. Since 2014, his signature social project has been "Best Friends for Further Education", aimed at encouraging more non-Chinese students to pursue higher education in Hong Kong while making it easier for them to access information on, and settling into, local tertiary institutions.

Having completed his undergraduate studies, he is now completing a master's degree in business at City University of Hong Kong, with aspirations of joining the marketing, media or creative industry.

Mixed



ANSAH MAJEED MALIK

Age: 32

With over 12 years of community service experience, Ansaah was among the first ethnic minorities to become a qualified and registered social worker in Hong Kong. She is an advocate for effective public policies that support and empower Hong Kong's ethnic minorities.

Ansaah currently works for Caritas at its Youth & Community Service Centre in Kowloon. Her responsibilities include designing and implementing community education programmes for local Chinese and non-Chinese residents, along with cultural sensitivity trainings for government officials.

Ansaah is an active volunteer and member of the community. She also sits on the Working Group on Language Policy & Network on Ethnic Minorities Service at the Hong Kong Council of Social Service. In 2016, she was awarded a Certificate of Commendation from the Hong Kong Police for her outstanding contributions to development projects for non-Chinese youth.



ROSHAN MELWANI

Age: 22

Roshan joined Daly, Ho & Associates in 2017 after obtaining his LLB from the London School of Economics. He was previously with the United Nations at the Khmer Rouge Tribunal in Cambodia, working in an international criminal law defense team. He has also worked in a research role at the University of Hong Kong's Centre for Comparative and Public Law.

While growing up in Hong Kong, Roshan participated in various local volunteering projects. For his contributions has received a Community Service Award from the Hong Kong SAR government. Through a scholarship to study at United World College Maastricht, Roshan developed a passion for public interest work and has since volunteered with Amnesty International, Advocates for International Development and the Notre Dame Refugee Centre.

Most recently, Roshan had the opportunity to address the Legislative Council on educational policy for ethnic minority children. Through a legal career, he will continue to be an advocate for equal opportunities and other public interest causes.



MALA UTTAMCHANDANI

Age: 33

Mala is a humanities teacher and service and action coordinator at Chinese International School. As part of her role, Mala works with over 30 organisations to identify and promote opportunities for students to become involved in community service.

She is one of two co-founders of The Free Clinic, which provides high quality medical treatment to those in Hong Kong who wouldn't otherwise be able to afford it. To date, the group has served over 500 patients, funding blood tests, pap smears and scans.

In collaboration with Google's CS First Curriculum and Kids4Kids, Mala has also designed a service opportunity for students in Hong Kong who love coding but who come from underrepresented demographics in technology, particularly girls and economically disadvantaged children.

Mala holds a degree in international politics and a post-graduate degree in education.



Next Steps

Call to action

The success of Diversity List to date underscores the power that we have as a community to harness ideas and create meaningful change. Over the past two years we have created a pool of 43 Diversity List candidates, while 11 government advisory boards and committees have appointed individuals from our list (see appendix 1).

The success of Diversity List also owes credit to HKSARG Chief Executive, Mrs. Carrie Lam, who has personally endorsed the initiative and the value it creates. We are also pleased to see that her administration is making diversity and inclusion a key policy priority. We will continue to monitor the government's progress and, where necessary, work with it to ensure that the voices of this important and growing constituency are heard.

However, while we should celebrate those who made the list, it is important to also appreciate the sheer breadth of nominees we garnered over the past three years. With over 176 people being nominated for Diversity List, the notion that Hong Kong's ethnic minorities are bystanders and are not interested in public participation is simply false; we should all be inspired by their outstanding qualifications, enthusiasm to serve the community, and passion to make Hong Kong better.

This is truly a robust pool of outstanding individuals, and a valuable asset to Hong Kong's future. We hope that the HKSARG, local NGOs, schools and corporations recognise this and include diverse voices when shaping policy; Hong Kong as a whole will certainly be better for it.

We are "Hong Kongers"

Despite their diverse backgrounds, there is a common denominator among all candidates over the past three years: they see Hong Kong as their home, and are committed to making their home better.

The Zubin Foundation recognises the shortcomings of the current interpretation of "ethnic minorities". We know that many find this term unnecessary at

best, and marginalising and disrespectful at worst. We also know that ethnic minorities must seek and embrace their own definitions of identity instead of having labels imposed on them. We believe this starts with empowering Hong Kong's youth, which is why we look forward to launching the findings of our *Your Voice, Your Choice* project in due course. Through this initiative, The Zubin Foundation engaged with over 250 ethnic minority youths aged 15-24 in order to re-define this terminology and create future agents of change.

Young voices

As has been evident in recent years, Hong Kong's youth are increasingly active participants in public discourse. While this enthusiasm should be encouraged and nurtured, we must be mindful to not sideline the views of ethnic minority youth. This subset, like their ethnically Chinese peers, has an equally important say in Hong Kong's future course.

It is for this reason why we recognise Hong Kong's "under 35" ethnic minority talent. This is a group of bright and accomplished individuals incubated in today's connected economy, and who bring to the table new and exciting ideas.

This is also why 2018 will see a series of The Zubin Foundation initiatives aimed at capturing and elevating the voices of Hong Kong's underrepresented youth.

Engaging children

In addition to the *Your Voice, Your Choice* project mentioned earlier, we held a town hall in January 2018 inviting non-Chinese speaking children to share their experiences directly to members of the preparatory committee for the HKSARG's Commission on Children. This event built on a November 2017 town hall we arranged with Chief Secretary Matthew Cheung to canvass views on the needs of ethnic minority children and their parents.

The language deficit starts pre-kindergarten

What is more, in the coming weeks, we will release important findings from research that looks into the challenges faced in kindergarten education among

schools and non-Chinese speaking families. In Hong Kong, learning Chinese is critical to reducing poverty, finding employment and facilitating social inclusion. Yet, studies have shown that children from ethnic minority families are already behind in Chinese when they begin Primary One.

Addressing the needs of girls to reduce poverty

We have also begun work on ethnic minority girls. The education of ethnic minority girls in some communities is shockingly low compared to their Hong Kong Chinese counterparts. We try to understand — from girls themselves — the root causes while exploring possible solutions. Later this year, we look forward to unveiling initiatives that address their concerns and help them build stronger foundations in education, thereby enabling them to lead healthier and better lives for themselves and their future families.

The role of Diversity List

Lastly, we envision an important role for Diversity List members in engaging Hong Kong's minority youth, beyond the boardroom. We hope to establish a platform where the wider community can tap into the experiences of Diversity List, be it through mentorship programmes, speaking opportunities at schools and universities, or through social media interactions. As always, we are open to your views, ideas and comments. Please email us at info@zubinfoundation.org

Thank you for your support.

APPENDIX 1 - Diversity List Appoint- ments to HKSAR Government Advisory Bodies

As of 1 February 2017, five of the 16 candidates on the Diversity List 2016 have been appointed to HK government advisory committees. Below are the details:



Prof. Naubahar Sharif
May 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



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



Ms. Shalini Sujanani
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

APPENDIX 2

The Zubin Foundation reached out to the following organisations as a part of its stakeholder engagement.

	Organisation Name	Ethnicity
1	Forum of Indian Professional in Hong Kong	Indian
2	Khalsa Diwan (Sikh Temple)	Indian
3	Mahatashtra Mandal, Hong Kong	Indian
4	Women of Times	Indian
5	Hong Kong Indian Women's Club	Indian
6	India Club	Indian
7	Indian Association	Indian
8	Young Executives Group	Indian
9	Kannada Sangha	Indian
10	Gujrat Samhaj	Indian
11	Rajasthan Samhaj	Indian
12	Kowloon Ladies Indian Group	Indian
13	The Tamil Cultural Association	Indian
14	Kowloon Canton	Indian
15	The Hong Kong Telagu Samakhya	Indian
16	Malyali Association	Indian
17	Indian Recreation Club	Indian
18	Indian Arts Circle	Indian
19	Friends of India Society	Indian
20	Indian Muslim Association	Indian
21	Pakistan Student Association	Pakistani
22	Pakistan Chamber of Commerce Hong Kong	Pakistani
23	Pakistan Association	Pakistani
24	Pakistan Trader's Association	Pakistani
25	Islamic Union of Hong Kong	Islamic
26	United Muslim Association of Hong Kong	Islamic
27	Incorporated Trustees of the Islamic Community Fund of Hong Kong	Islamic
28	Hong Kong Muslim Women Association	Islamic
29	Islamic Community Hong Kong	Islamic
30	Hong Kong Nepalese Federation	Nepalese
31	Magar Association	Nepalese
32	Ethnic Nepalese Federation of Hong Kong	Nepalese
33	Hong Kong Business Association Indonesia	Indonesia
34	Hong Kong Thailand Business Council	Thai
35	Thai Regional Alliance	Thai
36	Bangladesh Chamber of Commerce	Bangladeshi
37	Bangladesh Association of Hong Kong	Bangladeshi
38	Philippine Association of Hong Kong	Filipino
39	Sri Lanka Association	Sri Lankan



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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.

Cheque:

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