

This document contains information scraped from the Zubin Foundation's (Hong Kong) website.

## Website Structure

1. Main Page
  - a. About us
    - i. Our Team
    - ii. Our Committees
    - iii. Financial and Impact Reports
  - b. Our Work
  - c. Get Involved
  - d. News
    - i. Research and Resources
    - ii. Press Release
    - iii. In The News
  - e. Contact
  - f. Donate Now

## Website Pages

### Page - Main Page

#### Content:

- 4.1 % of Hong Kong's population are ethnic minorities
- 25.7 % of South Asians in Hong Kong live under the poverty line
- 33 % of ethnic minority children live in poverty in Hong Kong

#### Focus

Our mission is to improve the lives of Hong Kong's ethnic minorities by reducing suffering and providing opportunities. We do this through direct outreach into the community and by driving systemic change.

Our target audience comprises of low-income ethnic minorities in Hong Kong. Most are Hong Kong Indians, Pakistanis, Nepalis and Filipinos.

- 16000 lives directly impacted through our outreach work in 2022
- 6500 individuals received basic food necessities through the Care Box in a year
- 1556 hours of one-to-one counselling received by EM adults and children in a year

## OUR SERVICES

### DIRECT SERVICES

We provide various services to Hong Kong's ethnic minorities. Get in touch with us.

- Counselling: Are you considering counselling as an adult or for your child? - Message Us
- Helpline: Are you a woman or a girl who needs support or just to talk? - Call Us
- Online Training: Are you interested to improve your soft skills? - Contact Us
- University Scholarships: Looking for post-secondary scholarships? - Download Info
- Financial Bursaries: Looking for financial bursaries in international and private schools? - Download Info
- Jobs: Looking for jobs in Hong Kong? - Download App

Page - About Us - Our Team

## Our Team

We are a small but dedicated team with a strong commitment to improving the lives in Hong Kong.

Ravi Gidumal

**Title:** Co-founder & Board Chairman

**Email:** info@zubinfoundation.org

**Background:** Ravi is Managing Director of Gidumal & Sons Limited, a family-owned business that distributes internationally branded tableware, gifts, and homeware in Hong Kong & Macau. Under the brand name Town House, the company operates seven retail shops and a wholesale distribution business that sells products to leading retailers, hotels, and restaurants in Hong Kong.

In the 1990s, Ravi led a lobby group in Hong Kong that successfully convinced the UK Government to enact legislation which restored full British citizenship to the non-Chinese population of Hong Kong. This community of “ethnic minorities” faced the plight of statelessness as a result of Hong Kong reverting to Chinese sovereignty in 1997.

Ravi’s interest in public affairs and the plight of minority groups in Hong Kong was strengthened as a result of this lobby initiative, and despite focusing more heavily on commercial interests in recent years, Ravi has continued to support vulnerable groups and individuals in his personal capacity. Ravi was born and raised in Hong Kong. His family has called Hong Kong their home since the early 1900s.

Catherine Husted

**Title:** Board Vice Chair

**Background:** Catherine has been involved with The Zubin Foundation since its inception. She was invited to be part of the Foundation's Board of Directors in June 2019 and appointed Board Vice Chair in November 2021. Catherine is Board Chair of Community Business Limited and Head of Social Impact, Hong Kong for A&O Shearman.

Catherine is involved in projects supporting access to justice and rule of law in a number of areas. At A&O Shearman, she is able to bring together teams of lawyers, professional business staff, alumni, and clients to share their knowledge and experience on international projects, as well as focusing on local communities. In her broader work in the NGO community, Catherine encourages collaboration between a range of diverse stakeholders to

bring new and original ways of thinking to the challenges faced by those seeking access to justice and to address a broad range of social needs.

Don Taylor

**Title:** Board Member

**Background:** Don Taylor is Director and Global Head of Swire Properties' Office Portfolio. Swire Properties is a leading developer, owner, and operator of mixed-use properties in the Hong Kong SAR and the Chinese Mainland, with a record of creating long-term value by transforming urban areas.

He is also Chairman for the Hong Kong Youth Arts Foundation (HKYAF), a charity that provides access to high-quality, non-competitive free-of-charge arts experiences for all young people aged 5 to 25.

Guneet Banga

**Title:** Board Director

**Background:** Mr. Guneet Banga is an Executive Director at The Caravel Group, where he has been employed since Caravel's inception in 2013. Currently, he heads up Caravel Sustainable Investments ("CSI"), a dedicated vehicle for the Company's investment management activities focused on Impact, ESG, and Sustainability. Under CSI, investments are made through direct investment in private companies and third-party managers, as well as investments in global capital markets – both equity and credit. Additionally, Guneet uses this vehicle to research and pilot potential solutions to challenges and issues which the Group's operating companies will face in the future.

Additionally, Guneet is a General Partner and Strategic Advisor with Aera VC, a Singapore-registered, private investment firm, that he has been involved with since late 2018. With a view of "investing today for a better world tomorrow" Aera is an early-growth fund and invests in deep-tech ventures that are focused primarily on climate change and decarbonisation solutions, due to the magnitude of the challenge to meet climate goals, and the sheer scale of investments that will be needed.

Prior to joining The Caravel Group, Guneet was a Vice President in the Capital Markets Origination division with Citi. Based in Hong Kong, Mr. Banga was responsible for primary equity and equity-linked origination and execution from Southeast Asia, Korea, and India. Guneet began his career as an Analyst in the Consumer Products Corporate Finance team at UBS Warburg in New York.

Guneet currently serves as a member of the Board for the Zubin Foundation, a Hong Kong-based think tank and charity committed to improving the lives of Hong Kong's ethnic minority community by alleviating poverty and enhancing social inclusion. He is also a member of their Fundraising Committee, within the organization.

Guneet received an AB in Economics and a Certificate in East Asian Studies and Finance from Princeton University in 2002. He also earned an MBA in Finance and Strategic Management in 2009 from the Wharton School at the University of Pennsylvania. In 2020, Guneet completed a Certificate in Impact Investing offered jointly by the University of Zurich, the Institute for Responsible Investing, and the Harvard Kennedy School.

Kishore Sakhrani

**Title:** Board Member

**Background:** Kishore Sakhrani is a Director at Greater Asian Advisors Limited, Hong Kong. His area of expertise is in commercial and private client matters, assisting North American SMEs to strategically incorporate and do business in Asia, as well as providing high-net-worth clients with estate and tax planning advice. Previously, Kishore was a founding director and owner at ICS Trust (Hong Kong) Limited prior to its sale in 2012. With over 25 years of experience, Kishore advises on taxation, corporate structuring, accounting, regulatory, and trust-related matters for both corporate clients and high-net-worth individuals.

Kishore chairs the board at Community Business Ltd., a social enterprise promoting community involvement, diversity, and non-discrimination, and whose members include some of the largest multinationals doing business in Hong Kong. He is the co-founder of The Amber Foundation Limited, a recently established local charity, and a board member at the Richard Ivey School of Business in Hong Kong.

Ranoo Wasan

**Title:** Board Member

**Background:** Ranoo Wasan is a director at Ruttonjee Estates Continuation Ltd where she has worked for over 30 years. She is also a member of the Rusy & Purviz Charitable Foundation that provides funding to various charities, especially those related to children, education, and healthcare. A long-term resident of Hong Kong, Ranoo is very passionate about promoting Indian Arts and culture and is Chairperson of the Indian Arts Circle.

Sasha Allison

**Title:** Board Member

**Background:** Sasha Allison is one of the Legal Leads at TZF. Sasha started her legal practice in Western Australia over 20 years ago, which continued when she moved to Hong Kong. Sasha is a Barrister specializing in all areas of Family Law. She is also a Fellow of the International Academy of Family Lawyers and is a qualified family adjudicator and mediator.

## EXECUTIVE TEAM

Shalini Mahtani

**Title:** Founder & Chief Executive Officer

**Background:** Shalini Mahtani is one of Hong Kong's most authoritative and respected voices on social issues, particularly diversity and inclusion. In addition to founding The Zubin Foundation, among the city's most accomplished think tanks on issues related to ethnic minority welfare and patient welfare, Shalini is the founder of Community Business, the first organization in Asia that brings together companies and their management around women, LGBT, and disabilities at work.

In 2009, Shalini was honored by the World Economic Forum as a Young Global Leader, and a year prior she was awarded an MBE from Her Majesty Queen Elizabeth II for her services in corporate social responsibility in Hong Kong. She was also recognized by the HKSAR Government for her contribution to issues related to ethnic minorities in Hong Kong. Shalini has authored research and opinion pieces on diversity and inclusion and is a frequent speaker on the topic. She is also a co-host on both BBC World Service and RTHK

Radio 3. Shalini is from Hong Kong. She is a graduate of The London School of Economics. She is married and has three children.

Prachi Datar

**Title:** Chief Financial Officer

**Email:** prachi@zubinfoundation.org

**Background:** Prachi, a Chartered Accountant and a certified Financial Risk Manager, has rich experience in the Corporate & Banking industry across roles that have spanned not only local and regional Asia coverage but also top organizations such as Royal Bank of Scotland, Export Import Bank of India, and Union Bancaire Privee. After working for more than a decade in Hong Kong, she has now decided to devote her time and energies to a new and noble cause through the platform of TZF. She is inspired by TZF's mission and values and strongly believes that the upliftment of marginalized communities can be achieved through Education, Financial independence, and holistic Wellbeing. She is excited about supporting and getting actively involved in the wide range of areas that TZF is engaged in.

In her free time, she loves to explore the hills of Hong Kong with her family. She also enjoys indoor sports like Badminton & Table Tennis. A team player at heart, her enthusiasm and positive energy are evident in any group-based activity or projects. She has also completed her Diploma in Montessori Method of Education and has been contributing to several charitable organizations. A firm proponent of the 3Rs (Reduce, Reuse, and Recycle), she also created the popular Swap-it-HK Facebook group which now has 60k+ members.

Sandy Chan

**Title:** Operations Director

**Email:** sandy@zubinfoundation.org

Sandy's main responsibilities at the Zubin Foundation include managing the day-to-day execution and management of the various projects being undertaken by the organisation. She is also responsible for organising events and talks to spread awareness on issues that the organisation is focusing on.

Sandy Chan is from Hong Kong. Prior to joining the Zubin Foundation, she worked at Community Business from 2008 to 2014. Her main responsibilities at Community Business included managing the disability workplace initiatives of Community Business and addressing employability of people with disabilities. Sandy has taken a lead role in planning The Zubin Day at Community Business on or around 31st May (Zubin's death anniversary) in 2009 and 2010, where the Community Business team go out and volunteer in a community of their choice.

Sandy's passion is community outreach and on a personal basis she regularly volunteers with a youth centre for ethnic minorities. She has also worked with Produce Green Foundation as a project coordinator.

Sandy holds a bachelor degree in English for Professional Communication from City University of Hong Kong.

Winnie Ng

**Title:** Project Director

**Email:** winnie@zubinfoundation.org

Winnie's main responsibilities at The Zubin Foundation are to oversee the operations of Ethnic Minority Well-being Centre and to drive funding proposals and applications for new projects.

Winnie started her journey in India in 2005, where she volunteered with the Unite Way of Mumbai on its fundraising efforts. She has since dedicated her career to CSR and has worked for both NGO and the private sector.

Winnie previously worked at Hogan Lovells as Citizenship Manager, looking after the firm's pro bono and other citizenship efforts in the Asia Pacific and Middle East regions. Prior to that, she worked in Cathay Pacific, running the airline's major CSR programmes including I Can Fly, an aviation education programme for over 300 youths, and Change for Good, an inflight fundraising programme. She also worked in Community Business, managing its key projects, including the Diversity & Inclusion in Asia Network which is a network of leading companies in Asia that devotes in progressing diversity and inclusion in the region.

Winnie was born and raised in Hong Kong. She holds a bachelor's degree in social sciences from the University of Hong Kong. She lives with her husband and with two young children.

Sharon Etherington

**Title:** Human Resource Director

**Email:** hr@zubinfoundation.org

Sharon Etherington is a Senior Human Resource Professional across multiple industries and geographies. Sharon has worked within the region for the past 27 years previously consulting with Deloitte, in-house with BNY Mellon, Vistra, The British Council more recently Freshfields Bruckhaus Deringer. With over 25 years experience, Sharon advises on strategic, operational and transformative HR matters for both corporate clients, private equity, start-ups and NGO's.

## STAFF TEAM

Aisha Sunar

**Title:** Project Officer

**Email:** aisha@zubinfoundation.org

Aisha was born in Brunei, raised in Nepal and currently living in Hong Kong. She graduated with Bachelor's degree in Business and Tourism from Federation University of Australia. Before joining the Zubin Foundation, she has worked in the F&B industry for eight years under various roles.

She first learned about social service, community programs when she was in her teens living in hostel and it has always been one of her goal in life to be able to give back to the community. Her first few years in Hong Kong she was kind of lost not being able to get the proper help and guidance. She looks forward in being able to help those coming from home country and not having proper guidance regarding schooling, work and health. She has also always been concerned about mental health and women and human rights. She actively shares her thoughts on these topics on her personal social media account. She strongly believes in the quote, "Humanity comes first".

She can speak in English, Nepali and Hindi.

During her off days and free time, she loves to bake, try new recipes and spend time with family and friends.

Anky Chau

**Title:** Office Manager

**Email:** anky@zubinfoundation.org

Anky Chau is the Office Manager at the Zubin Foundation. Her main responsibilities at The Zubin Foundation include supporting the team through office administration, accounting, and event logistics.

Prior to joining The Zubin Foundation, Anky worked as a race manager for an event company to organize a trail running event during 2014 to 2016 and worked as an office manager at Community Business from 2007 to 2014. She feels grateful to be re-joining her former team members in a new venture and looks forward to doing more meaningful work for Hong Kong.

Anky holds a Profession Diploma of Volunteer Management from IVE. She has been a guide runner and board member for the Blind Sports Hong Kong and loves to serve the community and make new friends.

Anuradha Limbu Chettri

**Title:** Office Administrator

**Email:** anuradha@zubinfoundation.org

Anuradha works in Zubin's Family Centre (Austin MTR Station) in the capacity of Office Administrator. She holds a bachelor's degree in Business Administration. Her key role is to look after and manage the Centre. She handles the administrative tasks and renders support to the team members in conducting projects or programs in the Centre.

She worked for more than a decade in the retail industry, acquiring a significant amount of knowledge and experience to establish her own company. The global economic turmoil triggered by the pandemic had an adverse impact on her business that resulted in the winding up of business. As someone who has been taught never to give up and stand tall in all circumstances, she has now forayed into a path that she has been passionate about all along, which is to serve the ones in need. She would like to encourage everyone to give themselves a second chance, to have the courage to rise above in spite of the problems and dilemmas, to have hope and to keep having faith in themselves. She would like to advocate for Empathy, which she believes would make everyone relate to other's grief. Compassion breeds through empathy; unless we do not put ourselves in other's shoes, nothing can or will be relatable. Not everyone is privileged; not everyone is fortunate enough to have had successful tenures in their career or the phases of life. She would like to devote her attention towards serving that marginalised group of people through the platform provided by The Zubin Foundation. She firmly believes that nobility comes with good intentions that metamorphose into good deeds.

Dolma Lama

**Title:** Project Officer

**Email:** dolma@zubinfoundation.org

At The Zubin Foundation, Dolma is responsible for supporting and driving various projects that support the ethnic minority community. She was born in Nepal and studied in India. Dolma worked at the Hyolmo Social Service Center in Nepal as an assistant secretary for three years. She then moved to Hong Kong and worked in the retail and salon industry for more than 15 years.

She loves to help people in need and always wants to work in the social service field to support the community. She initially joined The Zubin Foundation as a part-timer and has now become a full-time staff member. She hopes to help more people in the future.

Dolma enjoys singing, dancing, and swimming. She loves to learn new things and visit new places. She can speak English, Hindi, Nepali, Hyolmo, and some basic Cantonese. She loves spending her free time with her daughter.

Kenneth Law

**Title:** Social Worker

**Email:** kenneth@zubinfoundation.org

Kenneth was born and raised in Hong Kong.

He has a B.A. in History from the Washington University in Saint Louis, and M.A. in Comparative and Public History from the Chinese University of Hong Kong. Before becoming a social worker, he has worked in a number of different industries such as finance, academia, hospitality, and most recently, public health. His interest in working with ethnic minorities came both from his time working in the hospitality industry as well as his travels through South Asia.

He completed his M.S.W. at the University of Hong Kong, where he conducted fieldwork in ethnic minority families and youth, as well as the rehabilitation of ex-offenders and substance abusers.

He speaks Cantonese, English, and Putonghua. and is also learning (very slowly) Hindi, Urdu, and Nepali.

When he is not working, he is interested in expanding his horizons and learning about other cultures through travel.

**Kulwinder Kaur Dhaliwal**

**Senior Project Officer**

**Email:** kulwinder@zubinfoundation.org

Kulwinder will be supporting Zubin Foundation's Call Mira helpline (Hong Kong's first helpline aimed at supporting marginalized ethnic minority women and girls in Hindi, Punjabi, Urdu, and English). She will also develop content for support groups and assist the team's clinical psychologist in supporting intervention plans for EM children with special educational needs. Kulwinder was born and brought up in Hong Kong and has experienced the challenges that EM children in Hong Kong face growing up. She graduated with an MSc in Psychology from the University of Edinburgh and has experience working at the University of Hong Kong on research projects focusing on bereavement and End-of-Life Care. She has previously worked as a Bereavement Support Coordinator, providing emotional support to grieving members from diverse backgrounds in Vancouver, BC. Kulwinder speaks English,



Cantonese, Punjabi, and Hindi.

### **Matthew Yu**

#### **Communications & Partnerships Director**

**Email:** [matthew@zubinfoundation.org](mailto:matthew@zubinfoundation.org)

Matthew is the Communications & Partnerships Director, mainly responsible for developing and communicating the organizational strategy and vision for social impact, as well as identifying and developing opportunities to empower the ethnic minority community in Hong Kong.

Prior to joining The Zubin Foundation, Matthew had worked for a not-for-profit organization in Hong Kong for 5 years, where he was responsible for driving programs and campaigns to promote accountability and awareness related to diversity, inclusion, and responsible business. During his three years at university, Matthew also worked as a part-time tutor in his alma mater, teaching Liberal Studies to senior secondary school students, which further developed his critical thinking, public speaking skills, and sense of becoming a rational and responsible citizen of the local, national, and global community. Matthew holds a master's degree in Counselling (Mental Health) from Hong Kong Baptist University and a bachelor's degree in Arts from the University of Hong Kong, majoring in Translation and minoring in both German and Sociology. In his penultimate year, he received a Reaching Out Award from the HKSAR Government. Leveraging the scholarship from the Award, he went to Berlin, Germany, to polish his German as well as broaden his horizons, where he reckoned the significance of a socially inclusive environment. His studies and working experiences make him passionate about creating a community value – making a positive social impact. Matthew speaks four languages – Cantonese, English, Mandarin, and German and wishes to learn more.

### **Manjari Kumari**

#### **Project Officer**

**Email:** [manjari@zubinfoundation.org](mailto:manjari@zubinfoundation.org)

Manjari was born and raised in India and moved to Hong Kong in 2010, immediately falling in love with it. She got busy exploring the new country, raising a family, and making Hong Kong her home. She completed her TESOL certification and has been a part of many projects promoting English amongst speakers of other languages. She has worked with local primary school students in Hong Kong and absolutely loves being around children and learning from them.

Manjari wants to understand the challenges faced by the ethnic minorities in Hong Kong and hopes to contribute towards enriching people's lives.

Manjari loves hiking, cycling, cooking, and music in her free time. She is a big foodie and loves trying out food from different cuisines.

**Nanki Luthra**  
**Project Manager**

**Email:** [nanki@zubinfoundation.org](mailto:nanki@zubinfoundation.org)

Nanki was born in India and raised in Hong Kong. She completed her Bachelor of Nursing from Western Sydney University and a Masters in Public Health/Health Management from the University of New South Wales. She worked as a Registered Nurse specializing in psychiatry in community and hospital settings in Sydney. She thoroughly enjoyed the preventative aspect of healthcare and pursued her studies in Public Health.

Upon returning to Hong Kong, she worked in the non-profit sector in organizations catering to asylum seekers and the youth population. In her previous role, she led a whole-school approach project focusing on mental health literacy, awareness, and destigmatization. At The Zubin Foundation, she works as a Project Manager for the Ethnic Minority Well-being Centre.

In her free time, she enjoys sports such as kayaking, cycling, and basketball.

**Nidhi Dhanuka**  
**Project Officer**

**Email:** [nidhi@zubinfoundation.org](mailto:nidhi@zubinfoundation.org)

At The Zubin Foundation, Nidhi is responsible for supporting and driving the various projects that benefit and enhance young girls from ethnic minority communities in their education, financial needs, well-being, etc., and also supports the ethnic minority community's other needs with other projects.

Nidhi was born and raised in India. She completed her Master of Business Administration (Human Resource and Finance) at Dibrugarh University, India. Her first job was as a high school teacher, where she had the opportunity to interact with and understand young minds. After marriage, she moved to Hong Kong and got an opportunity in the banking industry with the State Bank of India, Hong Kong Branch. Her professional experience in diverse industries has enhanced her planning, creativity, adaptability, critical, and interpersonal skills. She speaks Hindi, English, and Assamese.

In her free time, she loves hiking, traveling, cooking, watching movies, and most importantly, spending time with her son.

**Priya Agrawal**  
**Counsellor**

**Email:** [priya@zubinfoundation.org](mailto:priya@zubinfoundation.org)

Priya is a mental health counselor, supporting the Ethnic Minorities well-being center at The Zubin Foundation (TZF). She is responsible for providing counseling support to adolescents and adults at TZF. She also supports raising mental-health awareness through Mental Health First Aid training to the Ethnic Minority community. Priya holds a Master in Psychology degree from Mumbai University, India, and is registered with the Rehabilitation Council of India.

She has 13+ years of experience working in the field of Mental Health dealing with concerns like Depression, Anxiety, developmental issues, family and relationship counseling, etc. She

has been trained to conduct various psychological assessments. Priya takes a holistic approach to understanding each client and their unique presenting concerns. She appreciates that our mind, body, spirit, and relationships are all intertwined and intimately affected by one another. She focuses on each client's strengths and talents in addition to their struggles and areas for growth.

Priya has worked in multiple hospitals and schools in India and Nepal before moving to Hong Kong. In Hong Kong, she worked on a social welfare project for Non-Refoulement Claimants. She also provides individual counseling consultations at her private clinic. She can speak several languages such as Hindi, Nepali, Maithili, Marwadi, and English.

### **Qureshi Muhammad Talha**

#### **Senior Project Officer**

**Email:** talha@zubinfoundation.org

At The Zubin Foundation, Talha is responsible for supporting and driving the various initiatives under the Tung Chung Youth Leaders Programme, and for assisting with wider projects at the organization.

Born and raised in Pakistan, Talha arrived in Hong Kong in 2008. Being the eldest son in a family of 6, he chose to work full-time and study part-time in the evening so he could support his family and finance his education at the same time. He completed a Bachelor of Arts (Hons) in Business Studies from the University of Greenwich, majoring in Event Management.

He had an interest in helping the community and serving the underserved; therefore, while completing his education, he worked with three NGOs and gained experience in Ethnic Minorities (EM) services, including youth, outreaching, employment, organizing outdoor gatherings and community events, coordinating computer and language courses. He also represented the community in various public speaking events to voice EM views and concerns. He took responsibility for mentoring and leading a team of EM youth conducting outreaches across Hong Kong. Talha can quickly develop a bond with EM youth, turning them into Youth Ambassadors to serve the community.

Talha also has a great interest in music and entertainment. He discovered his interest in singing in high school and performed at many events at his school. Encouraged by teachers and friends, he created a YouTube channel where he uploads music covers and makes vlogs as a hobby to fill his free time. Also, he gets invited to perform at various cultural events organized by different local NGOs.

At The Zubin Foundation, Talha seizes the opportunity for further self-development and aims to use his skills and experience to work with youth and continue serving the community to encourage them to achieve more in Hong Kong.

Rabia Siddiqi

Counsellor

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Rabia is a mental health counsellor, supporting the Ethnic Minorities Well-being Center. In her counselling practice, Rabia adopts an integrative, multicultural, and person-centered approach to address issues such as depression, anxiety, trauma, and interpersonal relationships. Her passion is to empower people through knowledge and skills, enabling them to deal with their emotional and social hurdles.

At The Zubin Foundation (TZF), Rabia is responsible for providing counselling support to adolescents and adults. She is also supporting TZF in raising mental-health & well-being awareness through a series of webinars/seminars for the Ethnic Minority community. In addition, she designs and leads “autism awareness” workshops for parents of non-Chinese-speaking children with special education needs.

Rabia holds a Master of Counselling degree from Monash University, Australia, and a Masters of Science in Applied Psychology from University of the Punjab, Pakistan. She is also a certified Acceptance and Commitment Therapist (ACT) for adolescents. Rabia is a full member of the Hong Kong Professional Counselling Association (HKPCA) and Hong Kong Society for Counselling and Psychology (HKSCP).

Dr. Ravina Lalvani

Clinical Psychologist & Project Manager

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

Ravina is a clinical psychologist. She specializes in humanistic existential psychotherapy, EMDR and mindfulness-based interventions for individuals suffering from grief, loss, depression, anxiety and trauma.

At The Zubin Foundation, a think tank and charity based in Hong Kong, she heads up a number of initiatives. In addition to managing the foundation's Children Counselling Centre, she designs and leads autism and ADHD workshops for parents of non-Chinese speaking children with special educational needs, conducts parenting support groups, and is responsible for Call Mira - Hong Kong's first helpline aimed at supporting marginalized ethnic minority women and girls in Hindi, Urdu and English.

Prior to joining the team, Ravina was exposed to a wide range of clinical settings and populations as an intern. Her experience includes working at The Justice Centre and Christian Action, offering counseling to refugees and asylum seekers. She spent a year at Jadis Blurton Family Development Centre, learning about psycho-educational assessments. Ravina also interned at the Nesbitt Centre, Hong Kong's only English language programme for adults with learning disabilities.

Ravina was a keynote speaker at the 2021 International Existential Conference, and regularly participates in panel discussions on topics related to women and girls, ethnic minority mental health, and trauma.

Ravina holds a doctorate in clinical psychology from the California School of Professional Psychology, a certification in Trauma from the Canadian Institute of Traumatology and a bachelor's degree in psychology from Widener University. She is fluent in English and Hindi.

Ravina is a member of the American Psychological Association (APA), and The Psychotherapy Society of Hong Kong.

Accountant

rubina@zubinfoundation.org

Rubina handles the day-to-day accounting at The Zubin Foundation. Rubina brings to the team over 10 years' experience as a financial planning consultant, and 25 years' experience working across various sectors including trading, sales and elderly homes.

Shilpa Patwardhan

Lead Counsellor

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Shilpa is a mental health counselor with 15+ years of experience in the field of mental health. She has helped individuals presenting with a wide range of mental health issues including depression, anxiety disorders, psychosis, adjustment disorders, career & work-related stress, substance abuse - addictions, relationship issues, variety of sexual problems and marital issues. She also offers counselling services to the families of clients having mental illness or other health issues & also to the families needing help with parenting skills. She uses Rational Emotive Behaviour Therapy and Cognitive Behavioural Therapy as main therapeutic techniques.

Shilpa is a medical professional from India, where she has received her undergraduate (Batchelor in Medicine and Batchelor in Surgery- M.B.B.S) and postgraduate training (Doctor of Medicine in Psychiatry). In addition, she has also completed Primary and Advanced Certificate Training in the Principles and Practice of Rational Emotive Behaviour Therapy, from Albert Ellis Institute, New York.

Shilpa practiced as a Consultant Psychiatrist and Sexologist in India for 7+ years. She has worked as an Assistant Professor in Psychiatry at couple of Medical Colleges in India and was involved in training of post graduate and undergraduate medical students. She has also conducted trainings on mental & sexual health for general practitioners, counsellors, psychologists & social workers.

In Hong Kong, Shilpa has been working as a Counsellor for 7+ years. She has worked with Refugees and Non-Refoulment Claimant population presenting with various vulnerabilities including but not limited to mental health issues, couple & family conflicts, parenting difficulties, domestic violence, drug abuse, child abuse, trauma etc.

She is the founder of 'Mind Direct', offering online as well as in person counselling. Given her experience in dealing with clients presenting with wide range of difficulties and from diverse cultures & ethnicities, Dr Shilpa remains flexible, approachable and equally sensitive to client's needs.

Smita Warvante

Project Officer

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

Born & brought up in a small city of Maharashtra, India. She has finished her Master's in Psychology. Having experience as an intern while pursuing her studies worked with Remand home, de-addiction center, mental asylum in India.

Before joining The Zubin Foundation, she has worked with two NGOs with experience in organising activities for women and children as well as volunteering with another NGO in Hong Kong. Having an interest and deep feelings towards helping the community, she has decided to continue working with NGOs as her career. She is willing to help needy people in every possible way. She also enjoys spending time with young kids and arranging interesting activities for them.

She is willing to gain knowledge in different areas related to mental health, emotional support towards ethnic minority ladies in need. Smita can speak Marathi, Hindi and English. During her off days she likes to spend time with her family, going out for hiking, badminton, doing Yoga practice, volunteer.

Sumaira Shah

Project Admin Officer

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

Sumaira is the Project Admin Officer at The Zubin Foundation. She was born and raised in Pakistan and came to Hong Kong in 2018. She holds a Bachelor's Degree in Commerce (B.COM). Prior to The Zubin Foundation, she worked as an English Language instructor for around 3 years and as an Admin Coordinator for 1 year.

She always loves to help others who are in need. She worked as a volunteer in different organisations before joining The Zubin Foundation. She was a medical interpreter for some time. She has deep value for mental health, especially after facing challenges in her personal life and relationships. She feels for the women who are in distress and suffer in relationships with their spouses. Her goal is to motivate women and girls to stand up for themselves emotionally, physically and financially.

Books are her friend, and the library is always her happiest zone. She has read many books; her favourite book is HOLY QURAN. Her comfort is her 5-year-old son - he is her power and strength. She loves to spend time with her son, and he is her first priority. She loves travelling a lot and wants to explore the world with her son. She believes that "if you have faith in yourself, you can win the world".

Vibha P. Karnik

Partnership Manager

vibha@zubinfoundation.org

Experience is the best teacher. This motto has guided Vibha her whole life.

She spent her childhood in Oman and moved to India to pursue her education, making her ready for different experiences from a young age. Today, as a Marketing & Communications professional, Vibha has learnt from exploring multiple avenues. In her 13-year-long corporate career, she has worked in Hong Kong and India, and across industries like Banking and Financial Services, Media, Fashion, FMCG, Manufacturing and Non-profits. She has designed and executed marketing plans in South Asia, ANZ, North America, and Europe.

Since 2013, Hong Kong has been home. She loves the city for its order in chaos, the eclectic mix of people from different cultures, and one of the most spectacular skylines in the world.

Her zest to learn from new experiences has also taken Vibha to 40 countries, learning a little more about the world and its people one country at a time. Vibha makes use of her free time reviving her reading habit, experimenting with creative writing, and learning Spanish.

Before The Zubin Foundation, Vibha worked as the Development Marketing Lead at The Women's Foundation where she was responsible for communications linked to fundraising initiatives. She holds a Bachelor's degree in Engineering, specialising in Electronics and Communications, and a Master's degree in Business Administration, specialising in Marketing Communications.

Since 2021, as Partnership Manager at The Zubin Foundation, Vibha had brought her multiple experiences to bear on how we can improve the lives of ethnic minorities in Hong Kong

Vinee Kapoor

Project Manager

vinee@zubinfoundation.org

Vinee is ethnically Indian and is living in Hong Kong since 2010. Her work at the Foundation includes running the Scholarship programme for low-income tertiary education students, providing food to the needy, and tackling period poverty in young girls. Vinee has a Master's degree in Economics and has always been very active in community service. She has worked on projects with The World Bank, GE-Community Service Fund, HKUST

Sustainability, and for the Asian Migrants Credit Union in Hong Kong. Her interactions within the community and support to families and individuals keeps her motivated to do more!

Consultants

Ashima Sharma

Counsellor

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

Ashima Sharma is a clinical psychologist and is a counsellor at The Zubin Foundation's Ethnic Minority Well-being Centre.

Ashima's experience and qualifications have been gained whilst living in India and HK for the past 10+ years. She supports patients from three years old upwards and across the lifespan. She incorporates mindfulness, CBT, positive psychology, and positive guidance/parenting practices where appropriate. Her specialist interests are further reflected in her clinical research work on parents of children with ADHD and ASD.

Before joining The Zubin Foundation, she worked with Human Dynamic and Integrate HK. She also has extensive training in working with hospitals, pediatric clinics, Rehabilitation centres, Air force units, social work centres and schools.

She is a member of British Psychological Society, Chartered Psychologist (CPsychol), Hong Kong Psychological Society, Psychotherapy Society of Hong Kong, American Psychological Association and Hong Kong Family Law Association.

She is currently running her private practice and working with a few schools across Hong Kong. Ashima Sharma consults in English, Hindi and Urdu.

Geetha Nagendra

Counsellor

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

Geetha is a mental health counsellor at the Ethnic Minorities Well-being Centre. She has experience in counselling adults and adolescents with depression, low self-esteem, anger management, and aggressiveness. She has also volunteered at the Children's Counselling Centre with phobia, anger, and low self-esteem. Prior to taking up counselling, she worked as a teacher in a secondary school in Hong Kong for more than two decades. She holds a Master's Degree in Counselling from Monash University and a Master's degree in Applied Linguistics from the University of Hong Kong. She has also completed the Acceptance and Commitment Therapy online Course and EMDR, Part 1. She has trained as a Yoga teacher and incorporates mindfulness concepts, breathing techniques and deep relaxation strategies from Yoga in her counselling. She is also the founder of a registered charity in Hong Kong that focuses on the education of girls in India and also on running projects that benefit the Hong Kong community.

Karuna Kapoor

Counsellor



Karuna holds a Master of Counselling from Monash University, Australia. Karuna is naturally caring and believes there is always help and hope for any persons needing support in all domains of life. She focuses on giving her ears to her clients within a non-judgmental and confidential space. She believes people need an external and unbiased listener to feel heard when they share their innermost feelings. Her goal is to further collaborate with her clients, so they feel empowered in making their own choices towards self-growth. Karuna adopts a person-centered, strength-based approach in assisting adult clients managing Grief and Loss, Stress and Anxiety and concerns surrounding Self-esteem, Loneliness, and Guilt. She has profound interest in co-navigating with young adults who find themselves at crossroads for these reasons. Karuna uses an integration of Cognitive Behavioural Therapy (CBT), Acceptance and Commitment Therapy (ACT), Solution-Focused Brief Therapy (SFBT) and Mindfulness modalities as she compassionately works alongside clients as they create meaningful relationships with themselves and others.

Karuna is born and raised in India where she secured her Bachelor's Degree and has been residing in Hong Kong for over 2 decades. She is proficient in English and Hindi. Karuna is a member of Hong Kong Professional Counselling Association (HKPCA) and Hong Kong Society of Counselling and Psychology (HKSCP). Karuna assists adult clients and teens aged 15+ at The Zubin Foundation (TZF).

Munira Soni

Counsellor

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

Munira has completed her Master's in Counselling Psychology from SNDT Women's University Mumbai, India (2013). She has spent the past 9 years working as a Therapist and Counselling Psychologist in a range of environments. She is currently supporting the Ethnic Minorities well-being center at The Zubin Foundation (TZF). She is responsible for providing counselling support to the adolescents and adults at TZF. In the midst of the serious work of therapy, she seeks to find hope, joy, humor, and a renewed enthusiasm for life. She believes that each person has their own story that has shaped what they are currently experiencing.

Munira also encourages her clients to pursue a holistic approach to health, incorporating exercise, proper sleep, nutrition, spiritual practices, nurturing relationships, and activities they enjoy. Through her work, she strives to foster a safe space where clients can tell their story, gain insight into how that has impacted them, and create a new reality that is more fulfilling.

She can communicate effectively in multiple languages with clients and adapt her style and techniques according to individual needs and personalities. She enjoys the challenges of working with different people and finds the work incredibly rewarding.

Dr. Rashmi Sahi Counsellor

Dr. Rashmi Sahi is a dedicated counsellor with a Doctorate in English Literature and a Masters in Social Sciences (Counselling). With a passion for helping individuals, Rashmi brings empathic listening skills and a strong academic background to her practice. She gained valuable experience through practicum with The Zubin

Foundation and Christian Action Centre for Refugees in Hong Kong, working with diverse populations. As an active listener, Rashmi creates a safe environment for clients to explore their thoughts and emotions. She utilizes Cognitive Behaviour Therapy (CBT) techniques to empower clients and facilitate positive change. Rashmi's goal is to contribute to the well-being of individuals and communities through counselling.

Sindhu Nair

Counsellor

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

At The Zubin Foundation, Sindhu is responsible for providing counselling service to the ethnic minority community. Sindhu has a Masters in Counseling degree (Distinction) from Monash University, Australia and a Masters in Public Administration from the University of Madras, India. She has worked in the UK, Canada and Hong Kong. She has worked as a special needs teacher in Hong Kong and the UK and has considerable experience in working with children and young people. She has helped them address stress, including examination stress. She has also worked with children with low self-esteem. She has counseled teenagers and young children with PTSD, anxiety and depression. Sindhu gained a broader experience in counselling whilst working at Christian Action, Hong Kong and International Social Service (ISS), Hong Kong where she counselled refugees and asylum seekers. She is passionate about women's empowerment and is a strong believer in education, especially for girls. She has helped refugees and asylum seekers understand the importance of education and personally helped children under the age of 18 years to pursue full time education. Whilst working at ISS, Sindhu also educated women on healthy eating and the benefits of providing children with a healthy and balanced diet. She also emphasises the importance of maintaining a healthy life style in order to achieve good mental health. Sindhu is a registered member of the British Association of Counseling and Psychotherapy (BACP).

Advisors

Mehvesh Mumtaz Ahmed

Advisor on Impact Measurement

Mehvesh Mumtaz Ahmed has extensive experience in quantitative and qualitative research, analysis and impact measurement across the nonprofit and corporate sectors. She is currently Director of Research at the Centre for Asian Philanthropy and Society (CAPS), where she leads the generation of evidence-based insights to maximize private resources for doing good across 18 countries and territories in Asia. Prior to joining CAPS, Mehvesh

worked in strategy consulting, for the Poverty Reduction and Economic Management Unit at the World Bank, for the United Nations Development Programme (UNDP), and for the New York City Mayor's Office of Management and Budget under Mayor Bloomberg. Mehvesh completed her graduate education at Princeton University's Woodrow Wilson School of Public and International Affairs, and undergraduate education at the London School of Economics. She speaks Urdu and Hindi fluently.

## Page - About Us - Our Committees

### Fundraising Committee

To raise funds for and increase awareness of The Zubin Foundation.

Don Taylor (Chairperson)

Ranoo Wasan (Vice Chairperson)

Madhu Mirpuri

Mayurh Aggarwal

Neil Howard

Ravi Gidumal

Vishal Tourani

### Call Mira Legal Leads

To provide legal information for the Call Mira Helpline.

Archana Kotecha

Gladys Li

Kay Chan

Puja Kapai

Sasha Allison

### Scholarships' Committee

To independently select the candidates for The Zubin Foundation scholarships.

Catherine Husted (Chairperson)

Arfeen Bibi

Mehvesh Mumtaz Ahmed

Nick Studholme-Wilson

Jafar Amin

Saajandeep Singh

#### SEN Centre Advisory Committee

To provide advice on the workflow and protocols for the SEN Centre as well as recommend professionals who can

help.

Dr. Melissa Ortega

Dr. Reena Choi

Dr. Se Fong Hung

Sharmila Rodricks

Urvi Kamdar

Dr. Valerie Pereira

Dr. Wong Lai Yin

Peggy Kan (Observer)

#### EMWBC Committee

To provide advice on the service protocol and other issues as related to the service provided by the Ethnic Minority

Well-being Centre.

Dinesh Bhugra

Eric Chen

Paul Wong

Yi-Nam Suen

#### Call Mira Counselling Leads

To provide information relating to mental health for the Call Mira Helpline.

Dr. Philip Beh

Dr. Sarah Bowein

Dr. Sharmeen Shroff

## Page - Our Work

### Women & Girls

Ethnic minority women and girls are among the most marginalised in the community and face unique cultural challenges. We provide support, build women's networks and empower women by upskilling them.

Call Mira: Helpline

Chai Gatherings

Women's Empowerment in Yau Tsim Mong

Forced Marriage

### Opportunities

Ethnic minority youth face numerous challenges in accessing tertiary education and job opportunities. We provide university scholarships, work internships, soft-skills training and jobs. Through our work we have created opportunities for youth to gain higher education and improve their credentials and skills to secure employment.

Scholarship Fairs

Scholarships

Capacity Building: Online Training Academy

Jobs

Internships

### Families

Large family sizes, language barriers, and limited access to education often make it challenging for ethnic minority families to access resources and support. Through our work, we provide dedicated assistance to enhance the overall well-being and cohesion of EM family members at different stages of life - from children with SEN, to parents, homemakers, and the elderly. We firmly believe that every member of the ethnic minority community

deserves to feel cherished and cared for. Parent Workshops & Support Groups Therapy for SEN Children

Community Development in Tung Chung

Storytelling for Children

Social Emotional Groups

Elderly Gathering

## Mental Health

One in 7 people in Hong Kong suffer from a mental health disorder. We provide free one-to-one counselling services for ethnic minority adults and children in English and regional languages like Hindi, Nepali and Urdu. Through our work with the community, we have developed resources to help other mental health professionals.

Adult Counselling - Ethnic Minority Well-being Centre

Children's Counselling Centre

Resources for Professionals

## Emergency Relief

We assist low-income ethnic minority families struggling with food security. We provide them with basic daily necessities like staple food for a short period of time. We also assist girls in the community struggling to buy menstrual care products.

Care Box

Red Box

## Representation

Ethnic minorities are a valuable part of the Hong Kong community and represent a fast-growing population. We believe they bring ethnic diversity to Hong Kong and add to its uniqueness. We ask the government to consider appointing ethnic minorities with the relevant skills to HKSAR Advisory and Statutory Bodies (ASBs). Through our

Diversity Lists, we have identified qualified and committed individuals in the community willing to serve.

Diversity List

## Policy Recommendation

Since 2013, The Zubin Foundation has made policy recommendations to the Chief Executive of HKSAR. Our hope is to drive key policy making decisions concerning the lives of ethnic minorities.

Submission from 2013-2023

## Institute of Racial Equality

The Institute of Racial Equality organises conferences, curates discussion panels, and provides training to the corporate, education and government sectors. Through honest conversations and shared experiences, our goal is to combat racism and dispel stereotypes about Hong Kong's ethnic minorities.

Anti-Racism Toolkit

Training

Past Conferences

## Page - Get Involved

### Work with Us

We are a team of compassionate and highly motivated individuals working together to improve the lives of Hong Kong's ethnic minorities. If you are passionate about making a change in our community, want to help low-income families or are strategic and organised in managing projects, please email your resume to [info@zubinfoundation.org](mailto:info@zubinfoundation.org).

### Internships

If you are a university, post graduate or Ph.D. student looking for an internship, please send your resume to [info@zubinfoundation.org](mailto:info@zubinfoundation.org). We will get in touch with you if there are internship opportunities available. For students in school, you may choose to volunteer with us. [Click here to learn more.](#)

### Jobs

#### Lead Counsellor (Qualified Psychologist)

Reporting to the Project Director, the Lead Counsellor will be leading a team of up to 10 counsellors, overseeing the counselling service of the Ethnic Minority Well-being Centre, an initiative of the HKSAR Government. [View the full job description.](#)

### Volunteer

If you are an individual who would like to contribute your time, expertise, or other support to The Zubin Foundation, please send us an email with your areas of interest and a resume to

info@zubinfoundation.org. We will get in touch with you if there are volunteering opportunities available. To learn about our work, follow us on Instagram and Facebook.



<https://www.zubinfoundation.org/our-work/call-mira-helpline/>

## Call Mira: Helpline for Women and Girls in Crisis

### The Problem

Ethnic minority women and girls face many challenges to education and employment when compared to their male counterparts and Chinese counterparts.

In particular, the Pakistani community is 3 times more likely to be victims of poverty than their Chinese counterparts. Poverty impacts education for all ethnic minorities who live below the poverty line.

### Our Work

Started in May-June 2018, Call Mira is a first-of-its-kind helpline providing support to ethnic minority women and girls in Hong Kong in English, Urdu, and Hindi. More importantly, all information shared with Call Mira is kept in confidence.

An online resource portal with information on relevant topics supports the helpline. We believe all ethnic minorities, especially women and girls, should have a channel to get access to information easily and quickly.

The helpline operates Monday to Friday from 10:00 a.m. to 6:00 p.m. and on Saturday from 9:00 a.m. to 1:00 p.m.

### Our Impact

## Contact

To sponsor this programme, please contact:

Vibha Karnik | Partnerships Manager | [vibha@zubinfoundation.org](mailto:vibha@zubinfoundation.org) | +852 2540-9588

<https://www.zubinfoundation.org/our-work/building-women-ambassador/>

## Women's Empowerment in Yau Tsim Mong

### The Problem

The global pandemic significantly impacted the economic conditions of the ethnic minority community, the vast majority of whom live in Yau Tsim Mong.

We saw a lot of pain in the community, like the fire in 2020, regardless of race and religion. As we all find our bearings in the post-pandemic world, it became critical to provide holistic support to the ethnic minorities in this district to help them build resilience and a strong network.

Based on our observations from Call Mira and the Ethnic Minority Well-being Centre, we found ethnic minority mothers were usually the ones to understand the needs of their family members. They also have a strong network in the community with other mothers and quickly bond with each other.

We recognised the potential of these grassroots women who were a great asset for promoting the importance of mental well-being, addressing potential mental well-being needs in the community and encouraging them to seek help.

### Our Work

CARE Support for Ethnic Minorities at Yau Tsim Mong:

The Zubin Foundation initiated a pilot project in Yau Tsim Mong, providing 3-tier support to disadvantaged communities.

Tier 1: Provide essential food support to 320 Ethnic Minority Families in financial need for 3 months, in partnership with ethnic minority grocery stores, thereby enhancing their business as well.

Tier 2: Create gatherings and provide educational workshops to rebuild the community.

Tier 3: Provide social-emotional support to individuals with emotional and mental health needs.

Learn more about our findings in this report: [Ethnic Minorities in Yau Tsim Mong](#).

[Ethnic Minority Well-being Ambassador Programme:](#)

We identified grassroots women in the Yau Tsim Mong district who wanted to help their community. They were provided with training in primary mental health first-aid skills to become mental well-being ambassadors for their community.

The women ambassadors:

Raise awareness of mental well-being in their community

Identify ethnic minorities with potential mental well-being needs

Encourage them to seek help from the relevant support services

Our Impact

Our Sponsor

The Hong Kong Jockey Club (CARE Support for Ethnic Minorities at Yau Tsim Mong, 2021-2022)

Mental Health Initiatives Funding Scheme (Ethnic Minority Well-being Ambassador Programme 2022-2023)

Contact

To sponsor this programme, please contact:

Sandy Chan | Operations Director | [sandy@zubinfoundation.org](mailto:sandy@zubinfoundation.org) | +852 2540-9588

<https://www.zubinfoundation.org/our-work/forced-marriage/>

## Forced Marriage

### The Problem

It was in 2018 that The Zubin Foundation was faced with our first case of forced marriage. The young woman had finished a year in a Hong Kong community college and was volunteering with us. Amari (alias) told The Zubin Foundation that after the summer holidays, she was getting married. She was scared and she had wanted to delay the marriage to her first cousin by a couple of years, but her parents had disagreed. She did not want to marry her cousin in Pakistan but the cost of not doing so was too great for her sisters to bear – her parents threatened to withdraw all of them from school in Hong Kong and send them to Pakistan, if she did not agree to the marriage. She told The Zubin Foundation this practice of forced marriage was common in Hong Kong. Amari is a Hong Kong born young woman, educated in Hong Kong schools and spoke perfect Cantonese. Her case had a profound impact on the work at The Zubin Foundation.

In Hong Kong, we do not have official numbers of forced marriage cases. In 2024, we launched the “Time to UnMute | Understanding Forced Marriage in Hong Kong” report and curated the “Hong Kong Forced Marriage Assistance List for Victims and Their Friends”.

### Our Work

### Understand The Problem

### Forced Marriage Assistance List for Victims

Read the Full Report Here

(English Version Only) >>

Read the Executive Summary Here (Chinese Version Only) >>

Read the Assistance List Here (Dated: 7 June 2024) (English Version Only) >>

#### Contact

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

General line: +852 2540-9588

Call Mira (Helpline): +852 9682-3100

<https://www.zubinfoundation.org/our-work/scholarship-fairs/>

Scholarship Fairs

### The Problem

Post-secondary and tertiary education are mostly not popular options among ethnic minorities. While their low income is a major factor, in some cases, it can also be due to cultural and family barriers. In Hong Kong, among the youth aged 18 to 22, only about one-tenth of the ethnic minority community receive a full-time degree education (10.1%), while the ratio is double in the majority population (22.9%). Source: Research Office, Legislative Council Secretariat. (2018). Statistics Highlights. Education Challenges Faced by South Asians. [Click here to read more.](#)

In addition, many ethnic minority children struggle to learn Cantonese in their public secondary schools, and they lack the support at school and home to learn the language. Conversely, in private schools, the language of instruction is English and, in some cases, may be better suited to our community. However, with limited financial resources, exposure, and networks, ethnic minority families do not have the option of considering these schools.

### Our Work

Better education is the key to a better quality of life and upward mobility for both children and their families.

In 2019, we organised our very first University Scholarship Fair. We aimed to bring scholarship providers and potential recipients under one roof to allow them to network with each other. Our motivation was to create transparency from the tertiary institutions' side and easier access to information for our youth who wish to pursue further education.

Due to the pandemic, in 2020, we moved to a virtual fair. Although the logistics were different, it did not stop us from connecting schools with students and providing access to resources.

Since 2021, not only were we able to organise a physical fair for University Education, but we also organised our very first Private Schools Fair. Some international and private schools have bursaries and scholarships. We noticed that financial information from these schools was not transparent and easily accessible to ethnic minority families. The Private Schools Fair seeks to encourage international and private schools to give financial scholarships and bursaries to ethnic minority children in need.

Through the Scholarship Fairs, we have aimed to foster more transparency for these schools as well.

The objective of both these fairs has been to raise awareness of scholarships available to the ethnic minority community as well as to provide scholarship providers with easy access to a pool of talents.

#### Our Impact

Since 2019, 687 ethnic minority individuals joined the scholarship fairs organised by The Zubin Foundation which was also covered by SCMP.

#### Our Sponsors

The Swire Group Charitable Trust (2021-2023)

Linklaters (Venue Sponsor in 2019)

## Our Partners

To view our education partners, please [click here](#).

To view our supporting organisations, please [click here](#).

## Contact

If you are a school or university who would like to participate, please get in touch with:

Manjari Kumari | Project Officer | [manjari@zubinfoundation.org](mailto:manjari@zubinfoundation.org) | +852 9133-4700

<https://www.zubinfoundation.org/our-work/scholarships/>

## Scholarships

### Apply Now

Apply Now for Sub-degree and Undergraduate Scholarships

## The Problem

Fewer ethnic minority youth pursue higher education than the general population in Hong Kong (18.2% vs 31.2%) \*. Many ethnic minority youth stop further education after high school while some even drop out during high school due to financial barriers. The reason is they want to get into the job market as soon as possible to lift the financial



burdens off of their families and therefore, sacrifice their education dreams, and future aspirations.

Women and girls in the community usually face extra barriers when it comes to further education. According to our service users, some say they are being seen as a “burden” to their families, and some are forced into early marriage. This is likely to be enhanced in this time of economic recession.

The Zubin Foundation Scholarships for tertiary education aim to empower our ethnic minority youth to break intergenerational poverty and financial and cultural barriers by providing them with resources to study further.

\*excluding Indian Households. Source: Census and Statistics Department Hong Kong SAR (2021); 2021 Hong Kong Population Census; Hong Kong Census and Statistics Department

## Our Work

### Sub-degree and Undergraduate Scholarships

Swire Trust Scholarship

Full Tuition Scholarship

Young Persons Scholarship

### Applicable for

Ethnic minority starting a 4-year undergraduate degree (Bachelor’s degree) programme at any of the eight UGC-funded universities.

Ethnic minority starting a 4-year undergraduate degree (Bachelor’s degree) programme at any of the eight UGC-funded universities

Full-time young ethnic minority student (Year 1, Year 2, Year 3, or Year 4), who will attend a tertiary education institute in Hong Kong for a given academic year

### Period Covered

4 years

4 years

1 year

### Scholarship

Tuition fees for 4 years of UG degree + HK\$22,900 + Annual stipend

Tuition fees for 4 years of UG degree

One-time stipend of HK\$20,000

### Terms and Conditions

Swire Trust Scholarship

Full Tuition Scholarship

## Young Persons Scholarship

## Postgraduate Scholarships

Lee Hysan Foundation Ethnic Minority Student Postgraduate Scholarship

Lee Hysan Foundation Postgraduate Scholarship for Master's Degree in Counselling

### Applicable for

Ethnic minority starting a full-time/part-time postgraduate degree programme in key public service disciplines (e.g. social work, counselling, education, nursing, public health or similar fields) in Hong Kong and with conversational Cantonese proficiency

Ethnic minorities starting a full-time/part-time master's degree programme in counselling recognised by the Hong Kong Professional Counselling Association in its Accreditation Programme List

### Period Covered

Entire postgraduate degree programme

N/A

### Scholarship

Full tuition fee for the postgraduate degree programme + annual allowance

A scholarship amounting to HK\$60,000 contributing to the essential study-related expenses

### Terms and Conditions

Lee Hysan Foundation Ethnic Minority Student Postgraduate Scholarship

Lee Hysan Foundation Postgraduate Scholarship for Master's Degree in Counselling

### Application Timeline for Postgraduate Scholarships

Postgraduate Scholarship Application opens at 10 am HKT on 3 June 2024 (Mon)

Postgraduate Scholarship Application closes at 12 noon HKT on 26 July 2024 (Fri)

Applicants will be required to submit a Completed Application Form with all supporting documents  
(incomplete information and/or not providing supporting documents will make the application invalid)

Interviews of Shortlisted Candidates in the third of October 2024

Announcement of Postgraduate Scholarship Recipients in November 2024

Scholarship Awards Ceremony in November 2024

### Application Timeline for Sub-degree and Undergraduate Scholarships

Sub-degree and Undergraduate Scholarship Application opens at 10 am HKT on 1 August 2024 (Thu)

Sub-degree and Undergraduate Scholarship Application closes at 4 pm HKT on 9 September 2024 (Mon)

Applicants will be required to submit a Completed Application Form with all supporting documents  
(incomplete information and/or not providing supporting documents will make the application invalid)

Interviews of Shortlisted Candidates in the third & fourth week of September 2024

Announcement of Sub-degree and Undergraduate Scholarship Recipients in November 2024

Scholarship Awards Ceremony in November 2024

[Apply Now](#)

[Apply for Sub-degree and Undergraduate Scholarships](#)

Our Scholars

Recipients: 2020 - 2023 Scholars

Our Impact

Our Sponsor

To see our sponsors, please click below

2020-2023 Sponsors

Contact

For scholarship application enquires, please contact:

WhatsApp / Tel: +852 9133 4742 (10 am – 5 pm; Mon – Fri, except public holidays) | Email:  
scholarships@zubinfoundation.org

To sponsor this programme, please contact:

Vinee Kapoor | Project Manager | [vinee@zubinfoundation.org](mailto:vinee@zubinfoundation.org)

<https://www.zubinfoundation.org/our-work/capacity-building/>

## Capacity Building: Online Training Academy

### The Problem

In our daily direct communications with our service users and through our projects, we have observed the ethnic minority youth and job seekers need assistance in job hunting – ranging from career planning, CV writing, cover note writing, and interview skills, to how to communicate with colleagues and external stakeholders professionally. Recognising the gap in the employability capacity in the community, The Zubin Foundation launched the Online Training Academy in October 2020.

### Our Work

Our Online Training Academy is a platform providing free training for ethnic minority youth. The modules help hone specific work-related skills of for those in university or in the early stages of building their career. The trainers are corporate volunteers who provide this one-on-one training on the following topics:

Employability

Language

Soft-Skills

Mental Health

Career Exploration

CV Clinic

Interview Skills

Public Speaking

Office Manners in Hong Kong and Working with the Wider Population

Cantonese for Beginners

Cantonese for Workplace

Business Writing

Time Management: Balance Your Work, Study & Life

Financial Literacy

Networking Skills

About Your Mental Health

Resilience and Mindfulness

Since 2019, 796 ethnic minority individuals and 528 corporate volunteers have participated in the project, with over 1,700 sessions organised by The Zubin Foundation.

Our Impact

#### Our Partner

To view all the participating partner companies and individuals who have trained ethnic minority youth, please [click here](#).

#### Contact

To join the Online Training Academy to receive free training, WhatsApp +852-9133-4700 or email [oppbank@zubinfoundation.org](mailto:oppbank@zubinfoundation.org)

To become a partner, contact:

Talha Qureshi Muhammad | Senior Project Officer | [talha@zubinfoundation.org](mailto:talha@zubinfoundation.org) | +852-5561 6525



<https://www.zubinfoundation.org/our-work/jobs-new/>

## Jobs

### The Problem

Ethnic Minorities in Hong Kong often face difficulties in securing a job due to various reasons like language barrier, lack of knowledge about where to search for jobs, insufficient job-hunting training, and not up-to-standard CVs. All these factors combined can hinder their job search process.

### Our Work

There is no better way to enhance one's quality of life and social mobility than by having a job that unleashes one's potential and contributes to society.

Since 2022, The Zubin Foundation has launched LifeSkills Programme for Ethnic Minorities in Hong Kong in partnership with Barclays, to provide specialised support to EM job seekers with job opportunities and career development.

The Zubin Foundation, together with our partners in the private sector, developed the Opportunity Bank app – available for free to download on iOS and Android – and the web portal. The aim of Opportunity Bank is to provide ethnic minorities in Hong Kong with an easy-to-access platform for jobs, training, welfare schemes in Hong Kong, and general COVID-19-related information.

Opportunity Bank received the Certificate of Merit in the Hong Kong ICT Award 2021 in the Smart People (Smart Inclusion) Category. To view the platform or download the app, click the button below:

Website version

App (iOS / Apple)

App (Android)

Our Impact

#### Our Sponsor

Barclays (2022-2023)

#### Our Partner

We are grateful to organisations for promoting open positions on our platform and providing jobs to the ethnic minority community.

To view our partners, please click [here](#).

#### Contact

If you are an Equal Opportunity Employer and want to promote an open position in your organisation or are looking for a job opportunity, contact Opportunity Bank at [oppbank@zubinfoundation.org](mailto:oppbank@zubinfoundation.org).

<https://www.zubinfoundation.org/our-work/internships-new/>

## Internships

### The Problem

Ethnic Minority youth in Hong Kong often face difficulties in securing a job due to various reasons such as language barriers, insufficient training, and not up-to-standard CVs. A lot of them had never had an internship. This is a valuable experience to learn new skills working directly with professionals in the field of your choice. This experience is essential for university students who wish to build their CV and for better career prospects.

### Our Work

The Zubin Foundation works with organisations of all sizes and industries to offer internship opportunities to Hong Kong's ethnic minority tertiary students through the EMerging Talent Internship Project.

Organisations can offer 1 (or more) part-time or full-time summer internships lasting at least 2 weeks (duration: 10 workdays / 80 hours to 2 months). We promote the position and share details of interested candidates who are then interviewed and onboarded by the organisation. The internship period is normally June to August.

## Our Impact

### Our Partners

We are grateful to organisations for promoting and providing internships to the ethnic minority community. To view our partners, please click here.

### Contact

If you are interested in offering internships or finding an internship, contact Opportunity Bank at [oppbank@zubinfoundation.org](mailto:oppbank@zubinfoundation.org).

<https://www.zubinfoundation.org/our-work/parenting-training-in-public-schools/>

## Parent Workshops & Support Groups

### The Problem

It is not uncommon for families we serve to have 5 or more children. Coupled with larger family sizes, many in the community, particularly mothers, lack formal education and access to social networks.

With their children in public schools where the medium of instruction is Chinese, parents feel left out and are unable to support the needs of their children. The lack of government and social support available to Non-Chinese Speaking (NCS) parents has taken an emotional toll on families.

### Our Work

Since September 2018, The Zubin Foundation has been offering free workshops and support groups to ethnic minority parents. Our work with parents takes place through public schools and other NGOs. Workshops are skills-focused and tend to be larger in size. Support groups are intimate, and mothers can share their problems in a confidential setting.

The topics covered range from ADHD, Autism, the ABCs of parenting – Attention, Believing and Bonding, and Communication, helping parents understand healthy boundaries, parents' stress management, and many more. The workshops are designed to provide simple home-based techniques to increase parent and child communication, nurture family relationships, and allow parents an opportunity to learn new tips and tricks in problem-solving with their children. They are interactive and bring parents together to share and learn from each other. All workshops are conducted in English, Hindi, and Urdu by trained counsellors from ethnic minority communities.

For details about the workshop, please click here

Our Impact

Our Sponsor

The Community Chest (2020 – 2023)

Our Partner

To view all the schools and NGOs we work with, please [click here](#).

Contact

If you are interested in having The Zubin Foundation run a workshop at your school, please contact:

Anky Chau | Office Manager | +852-2540-9588

<https://www.zubinfoundation.org/our-work/sen-centre/>

Therapy for SEN Children

Refer a Child

If you are a teacher, staff, or social worker at a school and want to refer a student to the SEN Centre, [click here](#).

If you are not a teacher, staff, or social worker at a school and want to refer a child to the SEN Centre or school, please dial +852 9682-3100 and talk to our counsellors on Call Mira, who can assist.

#### The Problem

57% of ethnic minorities with Special Educational Needs (SEN) drop out of school between primary and secondary levels. Non-Chinese Speaking (NCS) youth with SEN are a minority group within a minority group and have historically been ignored by the education system in Hong Kong.

Ethnic minority families with SEN children lack support. They face several obstacles ranging from long waiting times for clinical assessments, language barriers, insufficient therapy support, and lack of affordable private practitioners. Parents do not know how best to support their children at home.

#### Our Work

Building on our experience working with over 1,000 ethnic minority families with children who need special care, in January 2023, we opened the first Special Educational Needs (SEN) Centre for ethnic minority children in Hong Kong. This serves public primary school children and is linguistically and culturally appropriate.

We believe in a holistic and collaborative approach. We work directly with SEN children, their parent(s), and their school. The children we serve have access to specialists and therapists. In addition, their parents undertake extensive training to be able to manage their child's ongoing development.

All the services are provided in English, Hindi, and Urdu. Currently, the SEN Center serves children showing signs of having ADHD and Autism. Specialist therapists (including but not limited to behavioural therapists, speech therapists, etc.) are engaged to provide relevant therapies to each child. The child and their parents benefit from:



10 free specialist therapy sessions for the SEN child  
Customised parent workshops with The Zubin Foundation in Hindi and Urdu  
Supportive community of experts

We operate from Monday to Saturday (except Sundays and Public Holidays) at Zubin's Family Centre (Austin MTR, Exit D2, a 5-minute walk). Please refer to our policy in case of bad weather [here](#).

#### Eligibility

Be aged 6 to 13  
Be a resident of Hong Kong  
Identify as an ethnic minority in Hong Kong  
Study in a Public Primary School in Hong Kong  
Not be in a SEN School receiving therapy

If accepted to receive the therapy, the child and parent need to commit to undertaking all sessions provided. Parents need to be committed to paying a deposit of HK\$300, which will be repaid in full provided all sessions are attended or advance notice is received in case of cancellation. The Zubin Foundation reserves the right to use its discretion to make decisions on a case-by-case basis.

Our Sponsor  
Operation Santa Claus and Morgan Stanley  
Our Partner  
Division of Speech Therapy, Chinese University of Hong Kong  
For names and bios of our advisory committee, please [click here](#).

#### Contact

If you want to contribute to this programme, please contact:  
Dr. Ravina Lalvani | Clinical Psychologist and Project Manager | [ravina@zubinfoundation.org](mailto:ravina@zubinfoundation.org)

<https://www.zubinfoundation.org/our-work/community-development-in-tung-chung/>

## Community Development in Tung Chung

### Background

16.8% of Tung Chung population is made up of ethnic minorities. This means that one in six individuals are ethnic minorities in Tung Chung. However, there is an invisible line that divides Tung Chung into private and public housing. Private housing comprises mostly those individuals in a middle-income cohort. Conversely, those who live in public housing in Tung Chung are from lower-income households.

There is little known about the needs of the lower-income ethnic minority community in this neighbourhood. It is critical to understand their needs to build social and racial harmony as well as alleviate poverty.

### Our Work

The Zubin Foundation's community development in Tung Chung has 2 stages.

#### Stage 1: 2021 – 2023

During this stage, we aimed to engage directly with lower-income ethnic minority families in Tung Chung to understand their needs, connect them with resources, and help build an inclusive Tung Chung. We did this by:

Youth leadership training

Post-COVID family empowerment and support referral

Identifying the needs of families in the local community. Read our report.

Cultural awareness workshops

Cultural Immersion Tour: Learning Racial Inclusion in Hong Kong

#### Stage 2: 2024 – 2026

During Stage 2, we aim to empower ethnic minority women and build an inclusive Tung Chung. The following components are planned:

### Community Empowerment

EM Women Ambassadors

Home Visit

Chai Gathering

Inclusion

Cultural Immersion Tour: Learning Racial Inclusion in Hong Kong

Mini Bazaar

Innovative Cultural Experience

Arts & Crafts

Since 2021, we initiated home visits as part of the “Building Community, Building Tung Chung” project, targeting ethnic minority residents living in public housing estates to gain a better understanding of the needs of the ethnic minorities in the community as well as to provide them with the resources and support. During these visits and follow-up calls, our primary interactions were with mothers, daughters and wives. Through these in-depth conversations, we identified a significant need frequently brought up by the women: the desire to work from home to earn some pocket money for themselves and for the family.

We have successfully engaged with about 25 women in Tung Chung and beyond who have painted 1,500 pieces of coasters and bottles. This opportunity has not only enabled them to earn extra income but, more importantly, boosted their confidence and empowered them to do something on their own. Some of these women have even secured full-time jobs.

Photos & Videos

Our Impact

How Can You Support?

Be a volunteer tutor for Chai Gathering (individual capacity / corporate volunteering opportunity)

Join Cultural Immersion Tour: Learning Racial Inclusion in Hong Kong (corporate engagement opportunity)  
Buy Hand-made Coasters and Placemats made by grassroots ethnic minority homemakers in Hong Kong  
(corporate gifts)

Our Sponsor  
Swire Trust (2021 – 2026)

Contact  
If you would like to learn more about this project, please contact:  
Vibha Karnik | [vibha@zubinfoundation.org](mailto:vibha@zubinfoundation.org) | +852 2540-9588

<https://emwbc.zubinfoundation.org>  
<https://www.zubinfoundation.org/our-work/childrens-counselling-centre/>

#### Children's Counselling Centre

##### The Problem

In 2018, the Call Mira helpline and parent workshops at schools were launched. Through the helpline and engagements with the parents, we learned about the many challenges children face at home and school.

##### Our Work

The Zubin Foundation's Children's Counselling Centre serves children aged 5-17 in the ethnic minority community, providing them support through free one-to-one counselling in English and Hindi/Urdu. The counselling sessions help children looking to enhance their social and emotional skills to manage everyday stress and anxiety, gain confidence, improve social relationships, resolve conflicts, and discover essential tools to help them thrive and unleash their greatest potential.

Some common issues our clients come to talk to us about are:

Abuse (physical, emotional, sexual)

ADHD

Anger Management

Anxiety

Behaviour issues

Bullying

Depression

Family/ Relationship conflict

Gaming/Internet Addiction

Low Self Esteem

Social Skills Building

Special Education Needs (Mild to Moderate)

Stress

Trauma

For FAQs regarding the Children's Counselling Centre, please click [here](#).

We operate from Monday to Saturday (except Sundays and Public Holidays) at Zubin's Family Centre (Austin MTR, Exit D2, a 5-minute walk). Please refer to our policy in case of bad weather [here](#).

[Eligibility](#)

[Ethnic Minorities in Hong Kong](#)

[Age Group 5-17 years](#)

[Complete a parents'/guardians' intake assessment and consent form before the child starts counselling.](#)

[How to apply for Children counselling: To find out more or to apply for the Children Counselling service, please call or whatsapp: 9682 3100](#)

[Our Impact](#)

Our Sponsor  
Operation Santa Claus

#### Our Partner

Dr. Melissa Ortega Giglio

#### Contact

To learn how you can contribute to this programme, please contact:

Vibha P. Karnik | Partnership Manager | [vibha@zubinfoundation.org](mailto:vibha@zubinfoundation.org) | +852 2540-9588

<https://www.zubinfoundation.org/mental-health-resources/>

<https://www.zubinfoundation.org/our-work/care-box/>

#### Care Box

##### The Problem

One in four ethnic minority families lives in poverty, and COVID-19 worsened their situation. With widespread unemployment, particularly in elementary jobs at the airport, catering, and construction, many of the primary breadwinners in the community were out of jobs during the pandemic. This has further deteriorated the ethnic minority community's poverty situation, leaving them vulnerable and financially unstable.

On our helpline, Call Mira, we observed an increase in the number of calls for help. These calls were from those who were unable to afford food and other daily necessities.

##### Our Work

Care Box started in 2020 as an immediate response to feed the hungry, affected adversely by COVID-19 in the ethnic minority community. We have continued to distribute Care Boxes to our neediest community members at regular intervals during the year.

Each Care Box contains masks and essential food items such as whole wheat flour/atta, rice, lentils/daal, cooking oil, milk, and other items. It can support a family of five for 3 weeks.

##### Terms & Conditions for Care Box Applicants

##### Our Impact





Our Sponsor

Click on the years to see our sponsors' list

2020 - 2023

Click on the years to see our volunteers' list

2020 - 2023

## Contact

To sponsor Care Box distribution, please get in touch with:

Vinee Kapoor | Project Manager | [vinee@zubinfoundation.org](mailto:vinee@zubinfoundation.org)

<https://www.zubinfoundation.org/our-work/red-box/>

## Red Box

### The Problem

A survey we launched in 2020 revealed that one-third of ethnic minority women were unable to afford sanitary products and 65% of them said their family's financial burden would be reduced if they had access to free sanitary products for their monthly period. The Period Poverty Survey was completed by 288 individuals in the Hong Kong ethnic minority community with 43% of respondents being Pakistani, 23% Indian and 16% Nepalese. This was the first survey of its kind in Hong Kong.

### Our Work

The Red Box project aims to address period poverty by providing girls and young women to receive free menstruation supplies from LUÜNA and educating them about better hygiene and care for mental and physical health.

12 months of sanitary products (organic products)

4 x mandatory training about their physical health and mental health  
access to counselling should they want it

### Terms & Conditions for Red Box Applicants

## Our Impact

## Our Sponsors

Click below to see the list of our sponsors.

2020-2023

## Our Partner

LUÜNA Naturals launched in Hong Kong in 2019. They are a purpose-led period care company with a mission to create honest periods- free from toxins and taboos. Their product line includes healthy organic cotton pads, tampons and liners, and a reusable 100% medical-grade silicone period cup.

With social impact at their core, they use 10% of every sale to fund donations of pads to vulnerable groups across Asia, and for every LUÜNA Period Cup they sell, they donate one to the needy. For more details about LUÜNA, please visit their website.

## Contact

To sponsor Red Box distribution, please get in touch with:

Vinee Kapoor | Project Manager | vinee@zubinfoundation.org

<https://www.zubinfoundation.org/our-work/representation/>

## Diversity List

## The Problem

Despite making up 4% of Hong Kong's population (excluding domestic helpers) and their significant cultural and economic contributions, The Zubin Foundation found that ethnic minority residents were significantly underrepresented in the Government's Advisory Bodies (ASBs). In fact, according to our study in 2020, only 1.9% of the ASB positions were held by ethnic minorities. This meant that voices from an important and growing constituency were not adequately reflected — or even heard — in government policymaking.

## Our Work

The Diversity List is a directory by The Zubin Foundation presented to the Hong Kong SAR Government. It contains a list of high-calibre ethnic minorities who have demonstrated talent and commitment to serve on government ASBs. Below are all the diversity lists we have launched so far:

Diversity List 2024

Diversity List 2020: Women's Voice

Diversity List 2019: Youth to Watch

Diversity List 2018: Community Connectors & Youth to Watch

Diversity List 2017: Community Connectors

Diversity List 2016: Race of Opportunity

## Our Impact

Across five Diversity Lists, 2016 to 2020, The Zubin Foundation has put forward 122 individuals. Since 2016, 33 of them have been appointed to 73 HKSAR Government's Advisory and Statutory Body positions. This represents a selection rate of 27%.







#### Our Sponsors

For the full sponsor list, please click here

#### Contact

Vibha Karnik | [vibha@zubinfoundation.org](mailto:vibha@zubinfoundation.org) | +852 2540-9588

<https://www.zubinfoundation.org/policy-recommendation/>

Submission from 2013-2022

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

Anti-Racism Toolkit

A Toolkit for Racial Inclusion in Hong Kong

我有(不經意地)歧視你嗎？：

一本專為香港共融而設的反種族主義工具書

<https://www.zubinfoundation.org/our-work/institute-of-racial-equality/>

Institute of Racial Equality

<https://www.zubinfoundation.org/our-work/past-conferences/>

Past Conferences

Journey to Racial Equality 2023

Mental Health Conference 2023

Status of Ethnic Minorities 2021

What about refugees? Are they not an ethnic minority whose voices need to be heard?

The plight of refugees in Hong Kong is an important issue, which is why there are a number of excellent charities who serve their needs. Although there are overlaps in our work, we primarily serve those who are Hong Kong people of non-ethnically Chinese descent. Whether they are permanent residents, born here, or descendants of generations of immigrants, they truly see Hong Kong as their home, yet they encounter significant barriers to opportunity simply because of how they look.

What about domestic helpers? There are over 300,000 domestic helpers living in Hong Kong who do not receive the attention they deserve.

Domestic helpers are a heavily marginalised group and it is important that their voices are heard and rights protected. At the moment, our primary focus is serving the sizeable population of Hong Kong people of non-ethnically Chinese descent. Whether they are permanent residents, born here, or descendants of generations of immigrants, they truly see Hong Kong as their home, yet they encounter significant barriers to opportunity simply because of how they look.

What about the “white” population? Their needs may not be as pressing as others’, but they are also a minority in Hong Kong.

All vulnerable voices, no matter their skin colour, deserve to be heard. However, there is overwhelming evidence that suggests those whose skin is darker are more likely to encounter social and institutional barriers in their everyday lives compared to their Chinese and Caucasian counterparts. In addition to challenges in education and getting a job, they are grossly underrepresented in boards and government advisory panels, which means voices of an important constituency are not adequately reflected in policymaking.

How are you funded?

Initially The Zubin Foundation was funded entirely by the founders. Now we are largely funded on a project basis by foundations and individual donors. We are also delighted that many children and their parents are choosing to donate to The Zubin Foundation on their birthday and on other special occasions through [www.twopresents.com](http://www.twopresents.com)

My organisation only funds interventions. Do you do social service?

Yes, along with research and policy recommendations, we design interventions collaboratively with stakeholders.

What is your policy on conducting research?

We are guided by the following research principles and ethics:

Maximise Benefit: Our research aims to maximise benefit for individuals and society and minimise risk and harm.

Respect: The rights of individuals and groups to share their diverse views will be respected.

Voluntary participation: Participation in our research is voluntary and appropriately informed.

Transparency: We will be transparent about the research process and research funding.

Independence: We will maintain independence and where conflicts of interest cannot be avoided they will be made explicit.

Integrity: We will present findings objectively and honestly, and, to the best of our ability ensure that there are no errors therein.

You regularly engage and work with the HKSAR government. Are you a supporter of this administration’s agenda?

We are and will always be a non-partisan organisation. Our mission is to shed light on, and tackle, chronic barriers to fairness and opportunity; to do this, we believe it is crucial to engage constructively with all stakeholders who are willing to listen. One of the most important levers for social progress is policy, so we will continue to ensure the

government hears the voices of Hong Kong's vulnerable groups.

Why do your events sometimes charge an admission fee when a lot of ethnic minorities live under the poverty line and can't afford to attend?

Many of our events are free of charge.

For some events, however, we need to charge a fee in order to cover our costs, like any other organisation. This is important for our financial sustainability.

In the future, we do plan to arrange fundraising events with the specific objective of raising funds for our work.

My organisation receives lots requests every day to do research with our clients. What are the real benefits that TZF can offer to our people?

We are a leading authority on issues affecting ethnic minorities in Hong Kong. Our research is rigorous and all-encompassing, leading to evidence-based policy recommendations and impactful direct interventions. We also engage directly with the community, enabling us to forge grassroots connections and design solutions to meet real needs.

In addition, we are Hong Kong's strongest advocate for greater transparency of hospital outcomes. In addition to launching Hong Kong's first and only independent platform that compares hospitals by quality of care, our persistent pressure has already led to gradual reform in favour of improved accountability for all patients.

Lastly, we believe that dollar-for-dollar and hour-for-hour, we are the among the most effective at moving the needle, and the outcomes of our work speak for themselves. Among the reasons for this is our commitment to constructive dialogue, lasting outcomes, and collaboration.

Why is the government working with you rather than other, more established organisations who have a longer history of serving people? I presume it is because of your connections?

Despite being a young organisation, we are among the most effective at moving the needle, and our results speak for themselves. Among the reasons for this is our commitment to constructive dialogue, lasting outcomes, and collaboration.

Why do you focus on unrelated issues, i.e. patient care and ethnic minorities?

Whether you believe that Hong Kong's hospitals should be held to higher standards of accountability, or you're the parent of a Pakistani child who wants to ensure they are treated fairly, the common cause for us is ensuring that vulnerable voices are lifted, both through our own efforts, and through long-term empowerment projects. We've identified ethnic minority welfare and patient welfare as areas that do not receive enough attention in Hong Kong. These subjects too are of particular interest to our founders.

Are you in favour of affirmative action policies?

At this stage in Hong Kong's development we do not think that affirmative action is a good policy recommendation.

Your founders, along with some of your senior team, come from a privileged background and have been given opportunities that most Hong Kong people do not have access to. How can The Zubin Foundation possibly empathise with the needs of marginalised people if key staff haven't been in their shoes?

Suffering takes many forms and this foundation was set up in memory of Zubin, who died tragically at the age of three. He was the son of Shalini Mahtani and Ravi Gidumal. From his death came The Zubin Foundation. One does not need to be from a low income family to suffer.

Our team consists of people who are qualified to do the work they do and we do not employ individuals based on their financial background.

In addition, both the founders have been discriminated against in Hong Kong based on their race and there are members of our team who are from marginalised backgrounds in Hong Kong.

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#### WHO WE ARE AND HOW DO WE COLLECT YOUR INFORMATION

The Zubin Mahtani Gidumal Foundation Limited (together, "Zubin", "we", "us", "our") may collect, use, keep or share personal data about you.

This information may be collected from you:

- directly, for example, when you contact us or use one of our services such as Call Mira, when you complete any client intake form and during meetings or calls with you, if you make a donation, subscribe to our newsletter, participate in a survey or if you volunteer or intern with us;
- when you interact with us through third parties, for example, when you make a donation via PayPal or other third party providers;
- when you use or access services operated by our trusted partners; and automatically from your computer or mobile device when you access our website or other services online.

#### WHAT INFORMATION DO WE COLLECT

Depending on our relationship with you, we may collect the following types of personal data:

- your name, age, gender and date of birth;
- your contact details (such as your address, email address or telephone number);
- your HKID number and information about your residency status;
- your nationality and ethnicity;
- information about your qualifications and employment history;
- information about your family (such as whether you are married or have children);
- information relating to any social support you may receive;
- information relating to your physical and mental health;
- your photograph or image;
- if you make a donation, your bank account and financial information; and
- if you apply to volunteer or intern with us, your CV/resume

You do not have to provide us with this data, but we may not be able to provide our services to you, or otherwise consider or respond to your enquiries or requests, if you do not provide certain information (that we will tell you we need you to provide).

We may also use cookies and other online identifiers (such as IP address, login information, browser type, location information) to collect information about your computer or mobile device when you access our website or other services online. These identifiers help us to ensure our website runs effectively and helps us to improve our services. You can opt-out or delete cookies by changing your browser settings at any time.

#### WHAT DO WE USE YOUR PERSONAL DATA FOR

We collect and use your personal data to:

- provide our services to you, including to provide you with access to our professional support advisors, translators and other support and legal professionals, and to keep a record of the services we provide to you;
- communicate with you and respond to your enquiries, requests or feedback;
- (with your consent) provide you with our newsletter and information related to our campaigns, initiatives, research, opinions and news, seminars, fundraisers, events and opportunities or ways you can support our work;
- if you apply to volunteer or intern with us, to process your application, assess your suitability for the role and, if successful, to manage our relationship with you;
- process any donation or other payments;
- help us monitor and improve our services (including for research and training purposes);
- administer our website and ensure it runs effectively;
- fulfil our legal and regulatory obligations and comply with requests from the courts, government and regulatory authorities;
- for our internal auditing purposes; and
- for any other purpose to which you consent.

#### WHO DO WE SHARE YOUR INFORMATION WITH

We may share your personal data for the same purposes with:

- counsellors, therapists, translators or other support professionals, so they can support the services we provide to you;
- other third party service providers who provide services to, or on behalf of, Zubin;
- legal advisors and law enforcement agencies where necessary (for example, where there is an imminent danger your safety, or where we are required to disclose information by law); and
- other third parties at your express direction.

Sometimes our website contains links to third party websites. These websites are subject to separate privacy policies and terms and conditions. Please ensure that you have checked the terms which apply before you provide your personal data to such third parties.

#### HOW LONG DO WE KEEP YOUR INFORMATION FOR

We take reasonable measures to ensure your personal data is accurate and secure. We will keep your data for as long as required for the purposes outlined above, unless we are required to keep it for longer to comply with laws and regulations which apply to Zubin.

#### CHANGES TO THIS PRIVACY NOTICE

We may make changes to this privacy notice from time to time. Where we make significant changes we will notify you of these changes in advance and, where required, we will ask for your consent to these changes.

#### HOW DO YOU FIND OUT MORE INFORMATION

For further information about how we process personal data, to access or correct your personal data, or to unsubscribe from direct marketing messages, please contact Sandy Chan, Project Director by emailing [sandy@zubinfoundation.org](mailto:sandy@zubinfoundation.org).



The list of Upcoming Events organized by the Zubin Foundation. These events are organized for ethnic minority students. This information should be presented for students and volunteers.

Event: Healthcare Camp Test 3

Subtitle: Connect Over A Cup Of Tea

Date: 24/08/2024

Location: Tung Chung

Event ID: 2

Number of participants: 30

Number of volunteers: 15

Event: Chai Gathering

Subtitle: Connect Over A Cup Of Tea

Date: 23/12/2024

Location: Kowloon

Event ID: 3

Number of participants: 30

Number of volunteers: 15

Event: Chai Gathering

Subtitle: Connect Over A Cup Of Tea

Date: 23/01/2025

Location: Tung Chung

Event ID: 4

Number of participants: 30

Number of volunteers: 15

Event: Chai Gathering

Subtitle: Connect Over A Cup Of Tea

Date: 23/02/2025

Location: Tung Chung

Event ID: 7Number of participants: 30

Number of volunteers: 15

Event: Mental Awareness Camp

Subtitle: Connect Over A Cup Of Tea

Date: 25/09/2024

Location: Kowloon

Event ID: 6

Number of participants: 30

Number of volunteers: 15

Event: Healthcare Camp

Subtitle: Connect Over A Cup Of Tea

Date: 24/09/2024

Location: Tung Chung

Event ID: 8

Number of participants: 30

Number of volunteers: 15

Event: Chai Gathering

Subtitle: Connect Over A Cup Of Tea

Date: 23/10/2024

Location: Tung Chung

Event ID: 5

Number of participants: 30

Number of volunteers: 15

Event: Mental Awareness Camp

Subtitle: Connect Over A Cup Of Tea

Date: 25/08/2024

Location: Kowloon

Event ID: 1

Number of participants: 30

Number of volunteers: 15