

NEWS/BUSINESS/FINANCE/LIFESTYLE EDITORS **For Immediate Release**

Fair Opportunity Inclusive Recruitment Fair **Removing barriers to employment for candidates with disabilities**

Hong Kong, 5 October 2018 – The Fair Opportunity Inclusive Recruitment Fair will be held on Saturday, 6 October at the Hotel ICON, Hong Kong. The Fair, organised by leading NGO CareER in partnership with Community Business, is part of the Fair Opportunity programme, a pioneering initiative which supports higher education candidates with disabilities as they transition to employment.

The Fair provides an exclusive channel for candidates and graduates with disabilities to meet leading corporates who are committed to creating a diverse workforce and an inclusive workplace culture that values differences. It also provides these inclusive employers with a pool of capable talent who are available for employment or internships. To prepare participating companies for the Fair, an introductory forum was held on 14 September at Hotel ICON. **The Building Disability Confidence Employers Forum** was a half-day, content rich event designed to provide companies with in-depth learning through engaging sessions and experiential activities to position them for success. The keynote address was made by Divya Balraj, Leadership Hiring, Learning & Organisation Development Leader, Human Resources, Avery Dennison.

A panel of participating companies and experts was convened to discuss removing barriers to disability employment and share best practice examples from their prior hiring experience. Panellist Sudesh Thevasenabathy, Head of Customer Care Management, AXA said, "It is important to nurture a culture that treats every individual equally and acknowledges the fact that we are all differently abled." He also encouraged line managers to be proactive in disability employment. "Don't wait for your HR team to react. From our experience, the value a differently abled person can bring to a team and a workplace is amazingly positive."

For a full event rundown and list of speakers, please visit the Community Business [website](#).

The Inclusive Recruitment Fair provides an opportunity for inclusive employers and disabled talent to meet and interact directly with each other. The agenda is particularly designed to help candidates explore opportunities in the corporate sector, learn from the experiences of others and build their personal network.

It gives employers the opportunity to:

- Profile their organisation as an inclusive employer and an employer of choice for talent with disabilities and special needs
- Increase disability confidence and gain first-hand knowledge and experience around attracting and recruiting disabled candidates
- Gain direct access to a potential talent pool of candidates with disabilities

And candidates the opportunity to:

- Build their aspirations and realise that a career in the corporate sector is an achievable goal
- Build their confidence and capability through targeted workshops and advice from employers
- Meet leading employers committed to inclusive recruitment and learn about available opportunities.

Mandy Ku, a student with severe hearing disabilities who took part in the 2017 Inclusive Recruitment Fair, said [of her work placement at Hotel ICON "On my very first day of work, I was impressed by the affectionate faces around the work place, which could have been inspired by genuine care of the leadership and the company's belief in a personal touch. It is precisely because the leadership strives for excellence, coupled with a team of positive-minded and hardworking colleagues, that Hotel ICON has a proactive and friendly atmosphere... As a newcomer, there are so many things to learn and the environment provided me with so many opportunities, for which I am so grateful. My career journey has begun, and I am committed to making constant improvements and doing a good job in whatever is



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assigned to me, because I believe my personal achievement depends on how the company grows, and vice versa.”

Fern Ngai, CEO of Community Business, said, “This programme brings capable, resilient and hard-working candidates the opportunity to interact with inclusive and forward-thinking businesses. We hope the wider business community in Hong Kong will follow suit and take steps to ensure their recruitment processes are open and inclusive to persons with disabilities”.

Community Business has been running its annual Inclusive Recruitment Programme in Hong Kong since 2013 and has partnered with CareER since 2015. This year, more than 80 candidates are scheduled to joined the programme, with 13 companies taking part, including AXA, Chun Wo Charitable Foundation Limited, HSBC and J.P. Morgan who are also Gold Sponsors of the event. Hotel ICON is the venue host.

Useful links:

[CareER](#)
[Community Business](#)
[Fair Opportunity](#)

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About Fair Opportunity

Fair Opportunity, previously named Open to You, is an award-winning initiative of Community Business. The yearly programme has created a significant positive impact over the years regarding building disability confidence of candidates and employers, and creating employment opportunities.

2018 Gold Sponsors	AXA, Chun Wo Charitable Foundation Limited, HSBC, J.P. Morgan
2018 Participating Companies	Allianz Global Investors, ANZ, Bank of America Merrill Lynch, Barclays, Fidelity, Goldman Sachs, Hotel ICON, KPMG & L'Oreal
2018 Venue Host	Hotel ICON

About CareER

Care in Education and Recruitment (CareER), founded in 2013, develops a talent pool of tertiary educated individuals with disabilities and create pre-employment peer networking opportunities for them, in order to support them in finding employment with corporates in Hong Kong. CareER has been appointed by Community Business to be the exclusive organiser of Fair Opportunity in 2017.

About Community Business

Community Business is a not-for-profit organisation (Hong Kong Charity Number 91/6560) whose mission is to lead, inspire and support businesses to have a positive impact on people and communities. A recognised leader in promoting responsible and inclusive business practices in Asia, Community Business conducts research, facilitates networks and events, leads campaigns and provides consultancy and training. Our focus on responsible business is aligned to 5 mission-led themes:

- Building responsible leadership
- Investing in local communities
- Tackling workplace inequality
- Ensuring employee wellbeing
- Promoting social inclusion

Founded in 2003 and based in Hong Kong with a presence in India and the United Kingdom, Community Business works with companies of all sizes and from diverse industries across Asia, harnessing the power of business to drive social change. For more information, please visit www.communitybusiness.org.