

# 2022 年影響報告 Impact Report

平義社

EQUAL JUSTICE





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Equal Justice 平義社 is a referring agency under The Duty Lawyer Free Legal Advice Scheme

The Hong Kong Bar Association has authorised Equal Justice 平義社 to instruct barristers directly for the purpose of providing free legal advice

Equal Justice 平義社 is a member of the World Justice Project Network and Namati, the Grassroots Justice Network

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## Overview

Launched in 2020, Equal Justice 平義社 provides free legal education, information & support for disadvantaged people in Hong Kong who cannot afford or otherwise access or understand it

## #AllRise

“ There is an important connection between unresolved legal problems and broader issues of health, social welfare and economic well-being. ”

Source: OECD (2019), 'Equal Access to Justice for Inclusive Growth: Putting People at the Centre'

# Welcome from Our Founder

Dear Friends,

Despite a year of extraordinary challenges, the icing on the cake was winning our first award – the ALITA 2022 Law Tech for Good Award for our first digital, legal information portal, PAT: Pregnant@Work. It represents, on so many levels, a microcosm of what makes our work possible as well as our commitment, beyond the day-to-day, to find systemic and sustainable fixes to bridge community legal access gaps in Hong Kong.

The successful launch of PAT also demonstrates the pioneer spirit of our board and team who, never having built a digital platform, applied their skills. And it exemplifies the people-centred, cross-sector teamwork that helps us, as a new charity, create the multiplier effect that enables more Hong Kong people to avoid hardship and poverty.

2022 saw us bid a fond farewell to board member, Macha Farrant, who relocated overseas, having been pivotal in the development of our community legal education strategy. We also welcomed Hong Kong lawyer, and experienced philanthropy trustee, Nadine Maurellet 李爾冬.

Year-on-year, 2022 saw an extraordinary 80%+ increase in our caseload. Our reaction to this uptick, was to launch our community legal education programme to help drive down cases using a “prevention through education” approach: it addresses the identified legal knowledge gaps shared by frontline caseworkers and helps them to spot their clients’ legal support needs earlier and more accurately.

It never ceases to amaze me how a little knowledge, properly applied, can, quite literally, change someone’s life. In many cases, profoundly. Kudos to the team for always trying to find a way to help even when it’s daunting, and especially during a pandemic year. And for taking law out of the books and into people’s hands, and phones. As one client said, “Yes, they gave me HOPE.”

Looking forward, our 2023 focus is “People first. Managing growth” and we will do so compassionately and thoughtfully. We will also invest in developing our Chinese-language-proficiency to ensure we can help more people. At macro-level, 2023 will see the launch, with two NGO partners, of a second, digital innovation platform, ‘CLIX – Hong Kong Pro Bono Matching Portal 法律·公益·連繫社區’ that matches impact organisations, and their client beneficiaries, that have unmet legal needs, to lawyers willing to help for free. This will be a game-changer for Hong Kong, making community legal needs’ matching more achievable, equitable, efficient, and more transparent, thanks to some award-winning and innovative technology built by Justice Connect.

Sending gratitude to our wonderful supporters, partners and donors. Thank you for making access to justice possible for people who cannot otherwise access or afford it. Whether you give of your time, your talents or your treasure, it makes a difference.

Very best,



Kay McArdle 麥雅杜

## Our Story So Far... 平義社的簡史

2022

Achieved the key milestone of **over 1,000 people helped**

**Won our first award** – the ALITA 2022 Law Tech for Good Award for our PAT: Pregnant@Work portal

Spoke at the Comparative Equality Law in a Post-Pandemic World: **BCCE Hong Kong 2022 Annual Conference**

2021

Hong Kong’s Bar Association authorised us to **instruct barristers directly** for the purpose of giving free legal advice

Opened our **first community legal centre** in Yau Ma Tei



2020

Publicly **launched Equal Justice 平義社**, a community legal access entity bringing 3 Access to Justice employees and 42 open cases from PathFinders

The Inland Revenue Department confirmed our **tax-exempt, charitable status**

# 創始人的歡迎辭

親愛的朋友們，

儘管面臨非凡的挑戰，我們成功獲得第一個獎項成為了一年中最好的一件事情——我們榮幸獲得2022年ALITA法律科技卓越獎，這是我們第一個數碼化法律資訊門戶網站「PAT: Pregnant@Work」所付出努力的肯定。從多個方面來看，這個獎項展示了我們的工作所具備的特質，以及我們在日常工作之外尋找制度性和可持續解決方案，彌合社區法律資訊狹縫的承諾。

「在職孕婦」成功發佈，代表我們董事會和團隊的創新精神，我們儘管沒有建立過數碼平台，還是運用自己的技能實現了這一目標。它代表著以人為本、跨部門的團隊合作，為我們這個新成立的慈善機構創造倍增效應，令更多香港人擺脫貧困和困境。

今年，我們惜別移居海外的董事會成員Macha Farrant - 她在我們的知識交流發展策略中擔任關鍵的角色。另外，我們歡迎香港律師和經驗豐富的慈善信托人 Nadine Maurellet 李爾冬加入董事會。

在2022年，我們的個案量增幅80%，是前所未有的多。我們繼續努力作出適當的應對，例如擴充我們的社區法律教育項目、盡能力補足前線工作者法律知識的缺口，好讓他們能盡早識別客戶法律上的問題。

我常常驚嘆，一點點的知識，只要適當應用，可以如何徹底改變一個人的生活。在許多情況下，這種改變是深遠的。我在此特別感謝平義社的團隊，在困難時總是嘗試找方法提供幫助，尤其是疫情這幾年。他們將法律從書本，帶到受助人的手中和手機上。正如一位受助人所說：“是的，他們給了我希望。”

展望未來，我們2023年的重點是「以人為本，管理增長」，我們將以熱誠和深思熟慮的方式實現這一目標。我們將會投資於提升我們的中文服務水平，讓我們能幫助更多的人。

在宏觀層面上，2023年我們將與兩個非政府組織合作推出第二個數碼創新平台「CLIX – Hong Kong Pro Bono Matching Portal 法律·公益·連繫社區」，該平台將為助人組織及其受惠人的法律困擾，與願意免費提供幫助的律師相配對。這將是香港的一個劃時代的改變，使社區法律需求的配對更加可行、公平、高效和透明，這要歸功於Justice Connect 所開發的一些屢獲殊榮的創新科技。

我亦在此衷心感激平義社的所有支持者、合作單位和捐款者，讓基層能訴諸法律從而解決問題。您們付出的時間、幫助、或財政上的支持，帶來了改變。



Kay McArdle 麥雅社

## 2019

PathFinders' board voted to **spin off its successful Access to Justice programme** into a new non-profit entity

Equal Justice Limited 平義社有限公司 was **established as a company** limited by guarantee



## 2014 - 2018

The Access to Justice programme was **first launched in 2014** by PathFinders' then CEO, Kay McArdle. It was set up to ensure that women and children had **access to the legal advice and representation** they desperately needed

By the end of its first year, PathFinders' Access to Justice team had worked on **68 legal matters, referring 40 cases to pro bono and legal aid lawyers** and had delivered 24 public speeches, submissions and policy interventions

In 2016, the Macquarie Group Foundation awarded Kay McArdle their **Hong Kong David Clarke Social Innovation Fellowship** to investigate how most effectively to bridge Hong Kong's community legal access gaps

After 5.5 years as CEO, and with the full support of PathFinders' board, **Kay stepped down** to establish a **dedicated community access to justice offering** for Hong Kong

# Our 2022 Impact

## 我們2022 年的影 響



This was our **busiest year ever**. The number of cases and enquiries we handled were up **80% year-on-year**. As our reputation and community reach grew, we **expanded our community legal education** and casework services to new NGOs, reaching a **more diverse client base** than before.

**1000+**

people **helped** since we started our **Access to Justice** work

**329** people **helped**

**7** organisations **received access** to legal support

**250** legal problems **handled**

**15** **areas of law** supported, and we developed **new legal expertise** on probate and personal injury matters

**8.2** months' **tailored support provided** on average to each client beneficiary

### COLLABORATION AND RECOGNITION



平義社

EQUAL JUSTICE



Powered by Justice Connect and in partnership with PILnet, we ran a **successful pilot for CLIX** – Hong Kong's pro bono portal, a digital LawTech platform we will launch in 2023



We presented our research paper to **world-class academics** at the Berkeley Center on Comparative Equality & Anti-discrimination Law 9th Annual Conference, hosted by Hong Kong University about **"Comparative Equality Law in a Post-Pandemic World"**

- 21** NGOs and 1 government department **referred cases** to us
- 47** law firms and barristers' chambers provided **legal advice and representation**
- 20** pieces of **case-driven research** written across **8 areas of law**
- 200+** **attendances** at our NGO community education sessions
- 80%** of our resolved employment & discrimination cases had a **positive client impact**
-  We helped 4 babies and children to **establish their paternity**



Our Founder, Kay McArdle, won a **Tatler Asia Front & Female Award**, also recognising Equal Justice's 平義社 commitment to ensuring that people who can't afford or otherwise access private lawyers still **get the help they need**



**Launched PAT - Pregnant @ Work 在職孕婦**, Hong Kong's interactive, tri-lingual Maternity Information portal,

**sponsored by the Equal Opportunities Commission**, winning the ALITA - Asia-Pacific Legal Innovation and Technology Award 2022 for **'Outstanding Legal Innovation/Legal Tech for Good Award'**

“ I like how they help and put effort in doing so without any hesitance and nothing in return.... I'm just so thankful I found them. ”

**A client**

### CLIENT FEEDBACK



would **refer other people** to Equal Justice 平義社



shared that Equal Justice 平義社 made them **feel stronger and more** able to sort out their problems

### NGO PARTNER FEEDBACK



would **recommend** Equal Justice 平義社



felt that Equal Justice 平義社 helped to **increase their legal knowledge**

“ If you didn't exist, the case would be longer. With your expertise, we were able to point out the other side's inconsistent documents and put an end to the matter. ”

**A client**

# The Access to Justice Gap



We support the Sustainable Development Goals



Access to justice is an integral part of the United Nations 2030 Agenda for Sustainable Development. In Hong Kong, the Department of Justice launched its Vision 2030 for Rule of Law initiative, showing support for the UN's Sustainable Development Goals and in particular Goal 16, which has a target to: “promote peaceful and inclusive societies for sustainable development, provide access to justice for all.”

Too many people do not know how to access the legal protections available to them, whether for everyday problems or more severe injustices. Even within a developed justice system, people can face barriers to addressing their legal issues due to low levels of legal capability, financial limitations, language difficulties and health restrictions, among other issues.

Equal Justice 平義社 is an award-winning, Hong Kong community impact charity based in Yau Ma Tei, Kowloon. Launched in 2020, our aim is to help reduce hardship and poverty by providing holistic, innovative and people-centred solutions to bridge legal access poverty gaps. We work in collaboration with the justice ecosystem and in support of the Sustainable Development Goals, and especially Goal 16, with a commitment to strengthening community access to legal support and solutions in Hong Kong.

We do not offer legal advice ourselves. We act as a conduit for legal conversations and consultations between those in need and those in the know. We provide free legal education, information and support to people who are disadvantaged, excluded and who cannot afford or otherwise access or understand it.



# 填補公義的狹縫

Globally  
an estimated  
**5 BILLION  
PEOPLE**  
have unmet justice needs

Source: The World Justice Project (2020),  
'Measuring the Justice Gap: A People-  
Centered Assessment of Unmet  
Justice Needs Around  
the World'

“

While justice problems are ubiquitous for both rich and poor alike, it is vulnerable populations that are most likely to experience legal problems and negative impacts - be they social, health-related, or financial impacts. In this respect, the ability to resolve everyday justice problems is both a driver and outcome of inclusive growth.

”

World Justice Project (2020), 'Measuring the Justice Gap: A People-Centered Assessment of Unmet Justice Needs Around the World'

More than  
**1 IN 5 PEOPLE  
LIVES IN POVERTY**



**in Hong Kong**

Government of the Hong Kong Special  
Administrative Region (2021),  
'Hong Kong Poverty Situation  
Report 2020'

# About Equal Justice

## OUR VISION

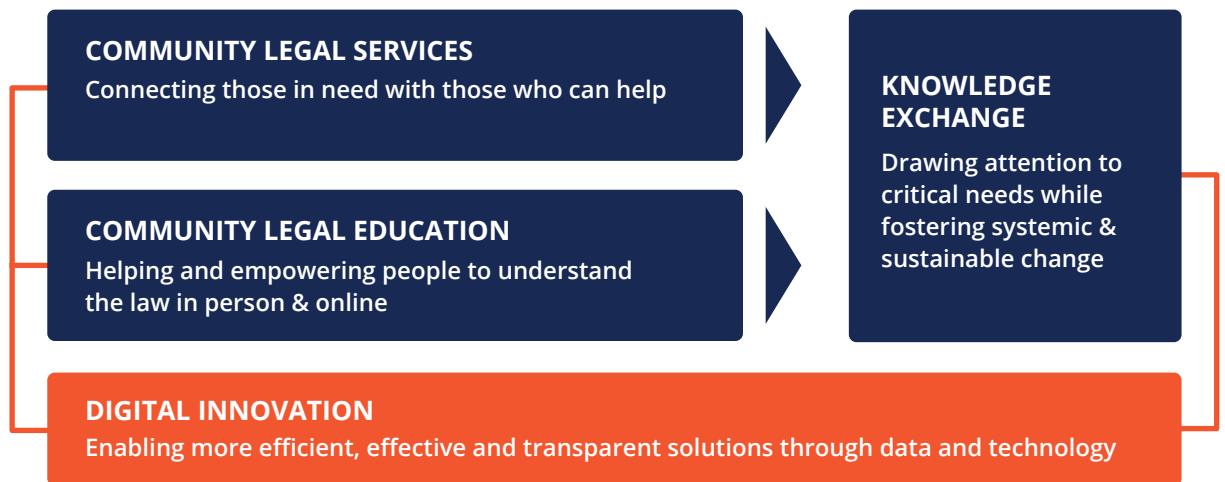
We want equal access to justice for everyone. Society benefits when every person facing a legal problem gets the support they need.

## OUR MISSION

We help everyday people anticipate, prevent and solve their legal problems. We aspire to drive positive social change through digitally-innovative, interconnected cycles of education, service, and knowledge exchange.

## HOW WE HELP

To bring our vision and ambitions closer to reality, we have developed four, interrelated, and complementary programmes that bring focus and strategic direction to our day-to-day work:



## WHO WE HELP

There is no “typical” Equal Justice 平義社 client. We help disadvantaged and legally vulnerable people from many backgrounds and ethnicities to bridge their access to justice gaps to ensure they get legal support. Most of our clients come to us directly, often finding us through word of mouth or personal recommendations.

We have developed a successful, people-centred referral approach, first used and honed with our longstanding NGO partner, PathFinders. We’ve extended that now to more than 20 impact organisations. Through this collaborative model, we build relationships with referring partners, giving them the confidence to direct clients with potential legal problems to us.

We provide legal education to our own clients, making the law more accessible. We also deliver training to our NGO partners and their front-line workers, building capability so they can better anticipate, prevent and solve legal issues for the communities they serve.

With systemic and sustainable solutions in mind, we proactively share the knowledge we gain by collating data and insights for use in academic research and teaching. We also pass on what we have learned at conferences and in response to invitations from the Government and Administration to comment on public policy and other initiatives. By doing so, our work benefits the whole of society.

# 關於平義社



## OUR COMMUNITY

We work with over 120 lawyers from 47 law firms and barristers' chambers who provide pro bono legal advice and representation to our clients. Our education, knowledge exchange and digital innovation teams work both with, and in support of, HKSAR Government Departments, consulates, academic institutions like schools and universities, United Nations and other international agency bodies, and other, key local and international stakeholders. Partnerships are key to getting the job done.

## EFFECTING CHANGE

Our research-backed theory of change framework ensures we align our vision, mission and day-to-day focus to the impact and outcomes we believe can most efficiently address access to justice barriers.

**PREVENT**

**PROVIDE**

**PROGRESS**

ENABLED BY DIGITAL INNOVATION

**COMMUNITY LEGAL EDUCATION**

People are more able to anticipate, prevent & solve legal problems

**COMMUNITY LEGAL SERVICES**

Legally vulnerable people have better access to effective legal support

**KNOWLEDGE EXCHANGE**

Laws, policies & practices are fairer for everyone

**MORE PEOPLE AVOID POVERTY AND HARDSHIP**

# Our Strategy in Action

## Community Legal Services

### THE NEED

Too often, marginalised people have little to no idea about how, where or when to access the justice system when they face legal problems. They know something is wrong, but do not know where to start, who to speak to and cannot afford or otherwise access lawyers.

### HOW WE HELP

Our long-established community legal services work helps disadvantaged people and NGOs to access effective legal support, advice and representation, connecting those in need with those who can help. Often, our clients' needs are complex, involving more than one area of law, and so we work collaboratively across the community to ensure sure both legal and non-legal needs are as holistically met as possible:

- ▶ Our case workers help to identify whether the problem(s) has potential legal solutions
- ▶ We summarise the key legal issues before assessing how best to navigate the justice ecosystem
- ▶ Where appropriate, we refer cases to and co-work with practicing lawyers and barristers
- ▶ For people with non-legal needs, we refer them to partner NGOs, for example for shelter and social welfare support

### WHO WE HELP



We handle one-off enquires and cases for direct clients and those referred to us by our NGO partners and Government Departments. Typical legal problems range from employment to family, immigration and legal identity to child law and, sometimes, personal injury, crime, probate and mortgage/online scams. We continue to act as an intermediary and champion during their legal journey, supporting and guiding them throughout.

## Helping Ms. Chan\* to defend herself against personal injury claims

During the covid pandemic, Ms. Chan, the sole proprietor of a small noodle shop in the New Territories, hired an unemployed worker for 20 days out of sympathy. Shortly after leaving the job, the worker visited Ms. Chan's shop with several friends and threatened to claim employees' compensation and personal injury, saying that she had had an accident while working in the noodle shop. Ms. Chan felt she had no choice but to pay up. Despite receiving that compensation, the worker then brought claims in the District Court and with the benefit of Legal Aid.

Equal Justice 平義社 helped Ms. Chan to defend the case. The medical certificates submitted by the worker contained inconsistencies, and cast doubt on whether the alleged injury was indeed caused at the noodle shop. We helped Ms. Chan with drafting her pleadings and gathering witness statements. We also supported her to invite the Legal Aid Department to discharge the worker's Legal Aid certificate. Within several months of Equal Justice 平義社 intervening, the worker withdrew her claims, putting an end to Ms. Chan's stress and hardship.



\*name changed

# 我們的策略

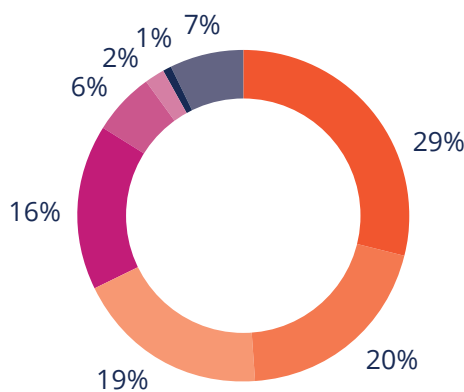
## OUR IMPACT

We saw a **significant increase** in the demand for our community legal services this year, with more people than ever **contacting us directly** for help. We received **case referrals from 21 NGOs and 1 Government Department**, a huge leap since our launch with a single referring NGO partner just 2 years ago. Key impact highlights in 2022 are:

- 329** legally vulnerable **people helped**
- 127** **on-going cases** worked on, providing tailored support for an **average 8.2 months**
- 123** **one-off enquiries** worked on this year, a **250% increase year-on-year**
- 4** successful **Legal Aid applications** supported

## TYPES OF LEGAL PROBLEMS

Our community legal services team supported **15 areas of law** and developed new expertise on probate and personal injury matters



- Legal Identity & Immigration
- Family
- Employment & Discrimination
- Criminal
- Healthcare
- Personal Injury
- Probate
- Other

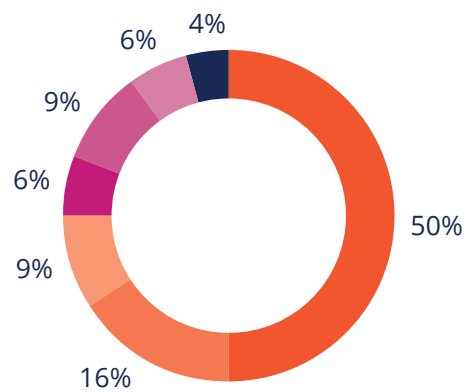
“ Without Equal Justice I can't imagine what would my life be. This team is an Angel to someone like me without knowledge about the law and how to handle the situation. ”

A client

- 100%** of our NGO partners told us that our support **helped their clients**
- 90%** of our clients said that they were **better able to navigate** the justice system as a result of our help
- 97%** of our clients reported that their **life is better** because Equal Justice 平義社 helped them

## EMPLOYMENT AND DISCRIMINATION CASE OUTCOMES

Over 80% of our Employment and Discrimination case outcomes this year had a **positive client impact**



- Negotiated settlement without litigation
- Client informed and chose not to take action
- Client empowered to navigate the system
- Employment continues
- Judgment not favourable
- Claim discontinued
- Client disengaged

# Our Strategy in Action

## Community Legal Education

### THE NEED

Many vulnerable people do not realise early enough that a problem they are facing may have a legal solution and, once they do know, it can often be too late to protect them fully.

### HOW WE HELP

We believe that through education and capacity building, we can help everyday people, and the NGOs helping them, better understand the law and how it relates to them and their circumstances. This increased knowledge will:

- ▶ Empower them to make quicker and more effective decisions, and ideally help them avoid getting into legal difficulties in the first place
- ▶ Educate those in need, and those supporting them, how best to respond to potential legal issues, how best to access legal support and how not to make a legal problem worse

We combine data insights and case trends from our casework and apply legal design principles to create accessible, scalable and relevant curricula. Our extensive access to justice community means that we can recruit experienced lawyers to help design and deliver specialist training and ensure the best outcomes and learning experiences possible.

### WHO WE HELP

Our in-person legal education training helps our NGO partners identify potential legal issues for their beneficiaries more quickly. We are actively exploring ways to expand our educational reach through AI and other digital means.

## Providing legal education to a partner NGO, to better support Mr Gophi\*

Mr. Gophi was working as a contract delivery rider when his wife fell ill with cancer. He was required to attend medical appointments with her during her treatment but the company terminated Mr. Gophi's 'Supplier Agreement', on account of alleged 'late deliveries'. Facing financial hardship at a difficult time, Mr. Gophi approached an NGO for help. They supported him with filing a Labour Department claim. No settlement was reached and the case was transferred to the Labour Tribunal.

The NGO approached Equal Justice 平義社 for help and information about the Labour Tribunal proceedings. We advised them on how to prepare for the proceedings, what filings would be required, and reviewed documents, giving suggestions as to how to frame the issues, what facts were relevant (and which were not!). Key was researching and articulating the law on the distinction between employees and independent contractors.

We also met with Mr. Gophi directly, helping to prepare his without prejudice settlement submissions, and liaised with the company's solicitors to see if a settlement could be reached without the need to resort to a trial. Much to the delight of Mr. Gophi, a settlement was reached.



*\*name changed*

# 我們的策略



*Loads of thanks for the clear and very informative training...*

*I love the session.*

**NGO partner**



## OUR IMPACT

We had **big ambitions for our legal education** work this year. Unfortunately, the **increased demand for casework** and the challenges posed by Hong Kong's fifth covid wave meant that we had to reprioritise. By the second half of 2022, we were able to **restart in-person training** and were delighted to reconnect face-to-face with our NGO partners. Therefore, we are especially proud that:

**16**

community **legal education sessions** were delivered for **8 of our NGO partners**

**200+**

**attendances** at our education sessions, receiving legal training on **Employment, Discrimination, Immigration, Family and Crime**

**86%**

of NGO partners surveyed post-training said that Equal Justice 平義社 had helped **increase their legal knowledge**

**5**

NGOs participated in our in-depth analysis to help us better understand both **their own, and their beneficiaries', legal educational needs**

**9**

new cases were then **referred to us** by these NGOs, reinforcing our conviction that legal education **helps our partners to better anticipate, identify and solve legal issues** for the communities they serve



our **'Law for All 認識法律'** curriculum was developed and is ready to roll out in early 2023



*As a social worker, helping various clients over the years has made me realise the importance of our beneficiaries knowing what their rights are and what are the important laws they should know. Through legal education from Equal Justice, I can support my clients better, prevent and solve legal problems such as maternity rights and protection, family and custody matters.*

**Sadia Bibi, Registered Social Worker**



# Our Strategy in Action

## Knowledge Exchange

### THE NEED

We frequently see cases and support people with legal problems that we believe could have been prevented. Through our casework, we are presented with complex, systemic challenges that legal education and training alone cannot solve. By sharing what we observe and experience and by drawing attention to these factors and probable causes, we can contribute to making laws, policies and practices fairer for everyone.

### HOW WE HELP

We are in the privileged position of being able to draw on anonymised data and insights from over 8 years, from our initial access to justice work at PathFinders to our work at Equal Justice 平義社. This gives us the ability to collate, collaborate and share findings on underlying themes and trends by analysing the qualitative and quantitative data collected from handling over 600 cases and helping over 1,000 people.

### WHO WE WORK WITH

We proactively promote and encourage knowledge sharing with the wider community, and our insights are frequently used by academics and to inform public policy. We also participate in relevant fora, panels and events, which, in 2022, meant mostly virtual attendance.

### OUR IMPACT

We produced 20 pieces of case-driven research, covering 8 areas of law. The highlight came in June, when our founder Kay McArdle, and Vivian Cheung, our Community Legal Services Manager, presented our research paper about the access to justice barriers faced by disadvantaged people to world-class academics at the Comparative Equality Law in a Post-Pandemic World: Berkeley Center on Comparative Equality & Anti-Discrimination Law 2022 Hong Kong Conference.

We were also honoured to speak on a panel organised by the Foreign Correspondent's Club, discussing "The Legal Access Gap in Hong Kong", alongside legal access advocates Patricia Ho of the Hong Kong Dignity Institute, and Alan Lau of Street Law Hong Kong.

Finally, we believe strongly in the power of, and pleasure in, more informal events to bring our community together. We were delighted to host an in-person appreciation event in November with our pro bono lawyer network, in recognition of their hard work and their teamwork in making legal access a reality for some of Hong Kong's most disadvantaged people. We are immensely grateful to our honoured speakers, Ms. Anna Wu Hung-yuk GBS, JP and The Hon. Mrs. Justice Audrey Campbell-Moffat.





# 我們的策略

## Digital Innovation

### THE NEED

A 2016 report by the Equal Opportunities Commission identified pregnancy discrimination as a significant problem in Hong Kong, with 1 in 5 mothers employed within SMEs experiencing such discrimination\*. We've seen these legal problems ourselves, having already supported over 140 disadvantaged women with their largely avoidable employment and pregnancy discrimination cases.



[pregnantatworkhk.org](http://pregnantatworkhk.org)

### HOW WE HELP

We saw an opportunity to use digital tools to scale how we addressed workplace pregnancy discrimination at a macro and preventative level. Our digital innovation team, led by Victoria Street, developed an online, multi-lingual, legal information maternity portal that provides clear, factual, people-centered information about statutory maternity rights and duties. The portal contains tools and templates, such as a calculator to estimate any statutory maternity leave pay, and a downloadable, personalised 'Notice of Pregnancy' to activate employment maternity protections. We were delighted and very grateful to receive partial funding from the EOC to take the portal to market, for a significant discount on the AI from Checkbox and for Linklaters' free legal advice.

### OUR IMPACT

**PAT - Pregnant @ Work 在職孕婦** launched on 15 June. It is free to access and available in Chinese, English and Bahasa Indonesia. It is publicly accessible and targets employees, their families and employers who need help understanding their maternity rights and duties.



1,300

Since launch, the PAT portal has been **accessed** by **1,300 people**



27,000

Our promotional materials have been **viewed** over **27,000 times**



The PAT portal **won the 2022 ALITA** (Asia-Pacific Legal Innovation and Technology) award for '**Outstanding Legal Innovation/Legal Tech for Good**'

\*Source: EOC (2016), 'Study on Pregnancy Discrimination and Negative Perceptions Faced by Pregnant Women and Working Mothers in Small and Medium Enterprises'

# Get Involved 您的參與

2023 promises to be another exciting year for us as we refocus our efforts on growing community engagement after the isolation of the pandemic. We expect to see the demand for community legal support and legal education continue as we reach more disadvantaged people and NGO partners. We also have high expectations of CLIX – Hong Kong’s pro bono matching portal 法律•公益•心繫社區 as we extend our pilot.

## OUR VALUES



- ▶ The **way we work** is as important as the **work we do**
- ▶ We strive to be **open, inclusive, people-centered, and transparent**
- ▶ We are **non-judgmental**
- ▶ **Community** is at the heart and power of Equal Justice 平義社

We are a community impact organisation and our work is powered by both passionate people and donations. We need and heartily welcome your support.

- ▶ If you’d like to keep up with **our latest news** and help us **spread the word**, you can subscribe to our regular newsletter at [equaljustice.org](https://equaljustice.org), or follow and like us on social media
- ▶ If you want to **support financially**, or **donate your time** to help us help more people, please visit [equaljustice.org](https://equaljustice.org) or drop us a line at [hello@equaljustice.org](mailto:hello@equaljustice.org)

“ I am a supporter of Equal Justice 平義社 because of their vision, mission and actions.

*There are many kind people tackling various societal issues. It takes enormous courage to commit energy in addressing an extra complex problem. Despite challenging circumstances, the founding team and the board have gone out of their way to use their brains and hearts, whether in person or through digital channels, to create magic that supports people who are deprived of legal access or resources. Their impact is above and beyond numbers. Their actions not only change lives and wellbeing – they demonstrate to each of us that every action counts and that we can also contribute in our way.*

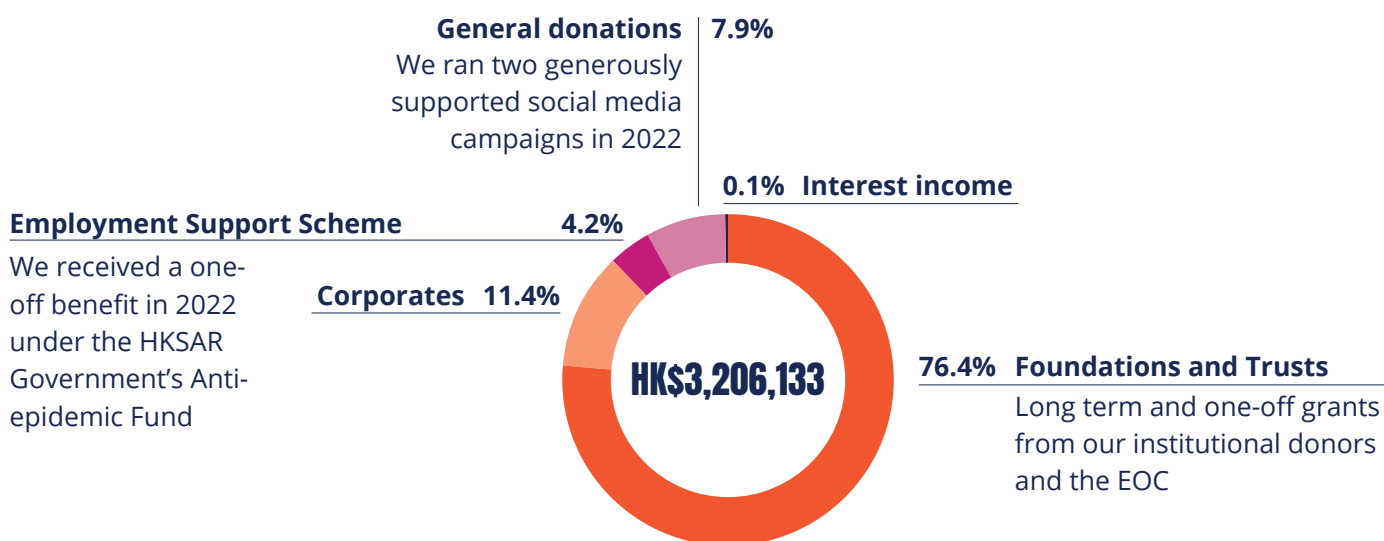
**Ada Yip 葉蓁蓁, Board Co-Chair, Social Value International** ”

# Our Finances 我們的財政

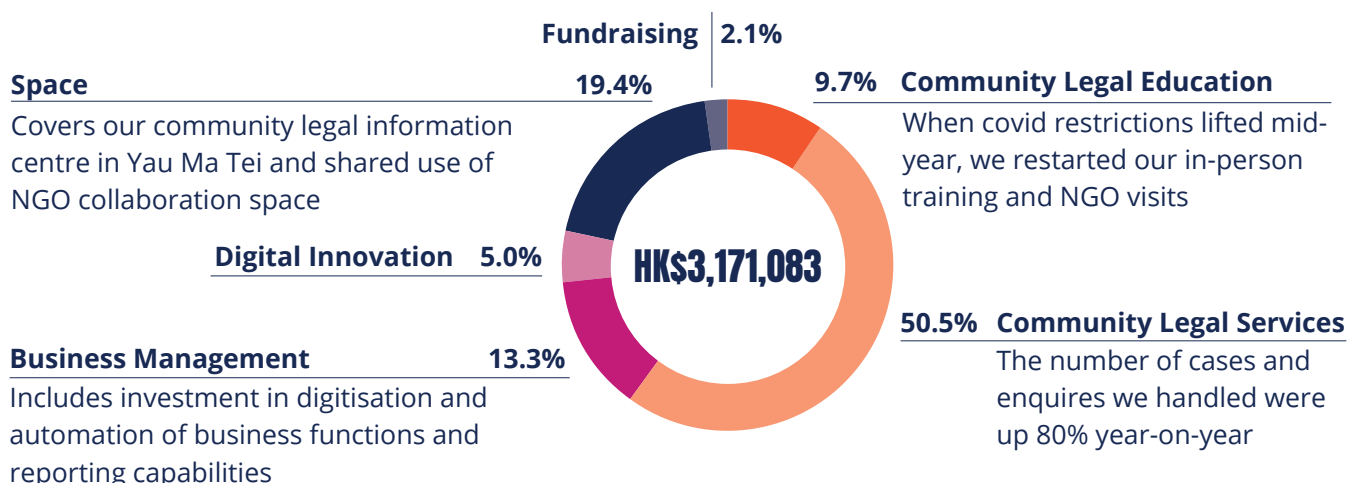
As for so many social impact organisations worldwide, 2022 was a **financially challenging year** for us. Despite more demand than ever for our services, our **total income fell 6%** when compared to 2021, mainly due to a **halving in the funding** we received from corporate donors.

With considerable **fiscal planning and prudence**, continued financial **support from long-term funders** and the **generous individual donations** secured through two fundraising campaigns, we were able fully to meet our clients' needs and ended 2022 with a **small surplus of HK\$35,050**.

## OUR INCOME



## OUR EXPENSES



In 2022 no dedicated funding was available for Knowledge Exchange, which was instead enabled through volunteers and pro bono efforts

Audited Financial Statements are available at [equaljustice.org/our-financials](https://equaljustice.org/our-financials)

# Our People

It's never our work alone. The impact we achieve through Equal Justice 平義社 is enabled by a passionate and experienced community of talented people, for whose contributions we are extremely grateful.

## Board of Directors

We're deeply thankful for our dedicated board, whose expertise and unwavering commitment have helped shape our journey through challenging times. They embody excellence, governance, and strategic vision, defining our organisation.

**Kay McArdle 麥雅杜**

*Founder*

**Janet McAlpine**

*Chair*

**Lauren Houghton**

**Victoria Street**

**Aruni Weerasekera**

**Jacqueline Walsh**

**Macha Farrant**

*(Retired June 2022)*

**Agnes Cheng 鄭明慧**

**Nadine Maurellet 李爾冬**

*(Appointed November 2022)*

## Team, Fellows & Consultants

Our accomplished and highly collaborative team of 18 employees, fellows and consultants continued to deliver outstanding outcomes and impact, despite the challenging work environment. We thank them most sincerely for their hard work and their teamwork towards creating a fairer and more inclusive Hong Kong.

**Aneezia**

**Caroline Spivey**

**Celine Dermine**

**Chloe Fenech**

**Guramrita Kaur**

**Haleema Raheel**

**Jessica Chow**

**Julietta Wesel**

**Maria Elkin**

**Neha Sabharwal**

**Smriti Roy**

**Tony Young**

**Vivian Cheung**

Recognising our leavers this year.

A fond farewell but not goodbye.

**Kristen Tang**

**Kuma Chow**

**Rachel Tam**

**Suhail Bindra**

**Thomas Ittner**



# 我們的團隊

## Strategic Advisors & Volunteers

Our strategic advisors and core volunteers lend significant skills, experience and perspective to our access to justice work. Many are long-standing allies who have already made, and we hope will continue to make, an immeasurable contribution to our mission to reduce hardship and poverty by bridging the access to justice poverty gap.

**Adam Vaziri**  
**Andy Lau**  
**Boris Lam**  
**Dorothy Tang**  
**Elizabeth Wu**  
**Franklin Koo**  
**Gabriel Liu**  
**Henry Ma**  
**Janice Ng**

**Joyce Cheung**  
**Kestity Pringgoharjono**  
**Kevin Wong**  
**Kritika Sethia**  
**Medina Speers**  
**Nicole Chin**  
**Svetlana Dampier**  
**Walter Jennings**

## Student Interns

We are committed to developing and encouraging the next generation of access to justice professionals. In 2022, we welcomed 4 student interns into paid internship roles over the summer months, each of whom played a valuable role in developing our programmes and business management operations. Thanks to law firm Walkers (Hong Kong) for sponsoring the paid internships.


**Aesha Ijaz**  
**Dixon Cheng**  
**Hoi Chung Woo**  
**Iris Wing Li**


 **Walkers**

## Team & Client Wellbeing

Mental wellbeing was a priority for us during the covid pandemic. Throughout 2021 and 2022, we partnered with Monash University and AMINDSET - Professional Counselling to provide free counselling services to our team and clients. We extend our warmest gratitude to the 4 Monash University student counsellors who supported us during this period of upheaval.

  
AMINDSET  
PSYCHOLOGY SERVICES

 *I have watched Equal Justice evolve as a binding force between those in need and those with the capacity to make a gift to the community. Equal Justice's innovative and vital community legal access work not only helps the most disadvantaged in our community to avoid hardship - it also enables lawyers to give back to the community with what they are trained to do, and from which, they make their living.*

*My appreciation to Equal Justice and all the lawyers involved for their contribution to the community.* 

**Anna Wu, Hung-yuk**

*GBS, JP, Former HKSAR Executive Council Member*

# Thank you

## Our Funders

Our day-to-day work to bridge access to justice gaps and barriers is made possible by the generous, financial support of our valued funders, many of whom have been helping us even since before our launch in 2020.

### Institutional Donors

Clifford Chance  
Compliance Asia  
Equal Opportunities Commission  
Goldman Sachs Gives  
Hogan Lovells  
Hong Kong Family Foundation (anonymous)  
Linklaters  
Mayer Brown  
Mourant  
St James's Place Charitable Foundation  
The British Consulate General Hong Kong  
The Clearwater Charitable Trust  
The Friends of Bishop Strachan School (Hong Kong)  
The Hong Kong Club Foundation  
The Peter Bennett Foundation  
The WYNG Foundation  
Walkers

### Individual Donors

Agnes Cheng  
Aisling Dwyer  
Andrew Tilton  
Anika Ahmed  
Anna Berman  
Canute Dalmasse  
Catherine Smith  
Celine Dermine  
Christine Lo  
Dmitri Potishko  
Enid Ho  
Fiona Nott  
Fredy Yuk Fai Yu  
Jacqueline Walsh  
James and Lauren Houghton  
Jeffery Weng  
Joanna Caen  
Karen Seymour  
Kirti Marsh  
Maaik Steinebach  
Macha Farrant  
Marcus Pollard  
Maria Elkin  
Miu Han Chan  
Muhammad Usman Farooq  
Oosha Samarakkody  
Pik Wah Lau  
Peter Murphy and Kay McArdle  
Priscilla Adeline  
Reeta Bhukar  
Rory and Jenny McAlpine  
Sarit G Wijeyekoon  
Sheree Fu  
Sian Knight  
Stephanie Hui  
Suhail Bindra  
Sunita Roy  
Ting Kit Jason Hung  
Tom Morrow  
Tong Poon Ching  
Vivien Webb Wong  
Yanyan Li  
Yuet Wah Eva Cheung

## Our Referring and Partner Organisations

We would not have been able to help the number of legally vulnerable people we did this year without the collaboration and trust placed in us by our referring and partner organisations and the fabulous people who work there.

Branches of Hope: Refugee Opportunity and Development (ROAD)

Branches of Hope: Stop Trafficking of People (STOP)

Catholic Diocese of Hong Kong - Diocesan Pastoral Centre for Worker (Kowloon)

Fair Employment Agency

Health in Action

HELP for Domestic Workers

Hong Kong Cancer Fund

Hong Kong Christian Industrial Committee

Hong Kong Unison

HKSKH Lady MacLehose Centre

ImpactHK

Justice Centre Hong Kong

Justice Connect

Justice Without Borders

Legal Aid Department

Mercy HK

Misson for Migrant Workers

PathFinders

PILnet

Pro Bono Hong Kong

St James Settlement Wanchai Integrated Family Service Centre

The Society of Rehabilitation and Crime Prevention, Hong Kong

The Zubin Foundation

# 衷心感謝

## Our Legal Community

We are immensely grateful for the expertise, time and commitment given freely by the esteemed network of lawyers across 47 law firms and barristers' chambers:

A Lee & Partners	Gall	Latham & Watkins LLP	Queensway Chambers
Admiralty Chambers	Gibson Dunn	Linklaters	Reed Smith Richards Butler LLP
ALSC Chambers	Gilt Chambers	Littlewoods	Resolution Chambers
Boase Cohen & Collins	Haldanes	Lo & Fung	Ropes & Gray LLP
Bernacchi Chambers	Herbert Smith Freehills	Lok Chambers	Skadden, Arps, Slate, Meagher & Flom LLP
bowers.law	HFW	LWC & Co Solicitors	Stephenson Harwood
Chan King Wong & Co	Hogan Lovells	Massie & Clement Solicitors	Tanner de Witt
Choy Yung & Co Solicitors	Howse Williams	Mayer Brown	White & Case LLP
Clifford Chance	Hugill & Ip Solicitors	Morley Chow Seto	
Daly & Associates	JC Legal	Parkside Chambers	
DLA Piper	Jonathan Mok Legal	Patricia Ho & Associates	
Dennis Chang's Chambers	Karas LLP	Prince's Chambers	
Eversheds Sutherland	Kirkland & Ellis LLP	QED Chambers	

## Other Thanks

Many people and organisations made a difference this year, whether through providing a platform to share our work, access to facilities, collaborating with knowledge exchange and other meaningful contributions.

AIESec	FADWU - Hong Kong Federation of Asian Domestic Workers Union	Progressive Labour Union
Asian Charity Services	Foreign Correspondent's Club	Social Career
Brian Tang	Grant Thornton	Time Auction
Charitable Choice	Hong Kong Baptist University	The Berkeley Center on Comparative Equality and Anti-Discrimination Law
Checkbox	Hong Kong University	The Chinese University of Hong Kong
Cheer	International Organization for Migration	The University of Hong Kong
Chi Man Wong	Justice Connect	University of Cambridge
City University of Hong Kong	LITE Lab@HKU	United Nations High Commissioner for Refugees
EmpowerU	Mr. Ng	
English Schools Foundation	National University of Singapore	

## Special Recognition

Always at the end of a phone to help and offer their insights, we extend our sincere thanks to Kay Chan, Josh Baker, Russell Bennett and our Legal Advisory Board member Susan Kendall.



#NeverOurWorkAlone

## GET IN TOUCH

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[equaljustice.org](https://www.equaljustice.org)



## Community Legal Information Centre

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23 Dundas Street  
Yau Ma Tei, Kowloon  
Hong Kong SAR

## DONATIONS

As a community impact organisation, our work is powered by donations. We need and heartily welcome your support



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