

Dear TWF friends

Help us Increase the Number of Women on Boards in Hong Kong!

The Women's Foundation has been a long time advocate for more diverse corporate boards in Hong Kong. As of September 2017, there are only 13.3% women on the boards of Hang Seng Index companies. This is despite the strong business case and growing body of research that shows that gender diverse boards and management teams are good for business. Without bold reform, Hong Kong will continue to fall behind other markets with respect to Board Diversity.

As we have reported, Hong Kong Exchanges and Clearing (HKEX) has recently issued a Consultation Paper on the Review of the Corporate Governance Code including Board Diversity. We thank HKEX for taking this important next step for reform by issuing a market Consultation. We agree with the Consultation proposals but also believe they do not go far enough to achieve real change. We recommend HKEX include the following elements in the Corporate Governance Code:

1. a specific focus on gender diversity;
2. the further requirement for measurable objectives; and;
3. specific guidance to the process for a nomination and board diversity review.

The Women's Foundation and the 30 % Club have responded to the Consultation (read TWF's submission [here](#)). [We urge all of you to carefully read the Consultation and submit your organisation's or your individual responses \(or both\) on or before Friday, December 8, 2017.](#) We thank you in advance for supporting this important issue for gender diversity in Hong Kong by making submissions.

A summary of the main points we would like to get across is [here](#). Please use any of our material as a foundation for your response if useful and do carefully respond to all the questions in the questionnaire for your submission to carry its full weight.

Change is only achieved through collective efforts so we hope you will join us, (and strongly encourage your companies and networks to do the same), to help Hong Kong achieve greater gender diversity on boards in Hong Kong.

From Hollywood to Hong Kong, the #MeToo movement continues to grow

Since October, we have been watching the growing swell of women's voices raised to decry instances of sexual harassment and assault following the high profile Harvey Weinstein case. And last week Hong Kong joined in the conversation.

Following in the footsteps of international movie stars, TV personalities, women in media and athletes; Hong Kong's "queen of hurdles", Vera Lui Lai-yiu, joined the #MeToo movement, posting an incident of sexual assault by her coach when she was 13. We applaud her bravery in coming forward. She is not alone in her experience. We know that calls to RainLily – a Hong Kong NGO that works with survivors of sexual assault - have doubled since the report. According to RainLily's research, only 10% of women who experience sexual assault seek help. We are hopeful the voices of Vera Lui and others will revolutionise attitudes to sexual assault and harassment, empower women to voice their stories should they wish, bring stricter measures of accountability to perpetrators and complicit institutions and help women begin to find the support and resolution they need.

In Vera's words, *"Speaking up was my birthday present to myself...I am not ashamed as a victim. I don't want you to feel sorry for me. I want you to applaud my courage."* See details in *What We're Reading* below.

Get in touch at Fiona.Nott@twfhk.org.

Have a great week.

Warm regards

Fiona Nott
 CEO, The Women's Foundation

UPCOMING EVENTS

FIRESIDE CHAT WITH
 DAME CAROL BLACK,
 PRINCIPAL OF NEWNHAM
 COLLEGE, UNIVERSITY OF
 CAMBRIDGE

December 18, 2017
 8.00-9.30 a.m. / Linklaters



A Fireside Chat with Dame Carol Black

Join TWF in conversation with Dame Carol Mary Black, DBE, FRCP, FMedSci, Principal of Newnham College at the University of Cambridge and Expert Adviser on Health and Work to NHS England and Public Health England. She is a member of the Welsh

Government's Parliamentary Review of Health and Social Care in Wales and Bevan Commission on health in Wales, the board of UK Active, Rand Europe's Council of Advisers, PwC's Health Industries Oversight Board, and the Advisory Board of Step up to Serve. Light breakfast will be provided courtesy of Linklaters. All proceeds will go towards funding our Cambridge Scholarship.
Date: Monday, December 18
Time: 8.00 am registration | 8.15 am - 9.30 am event
Venue: Linklaters, 10/F Alexandra House Register [here](#).

TWF PROGRAMME UPDATES



Financial Literacy and Employability Training Programme

Last Thursday, our trained Financial Literacy Ambassadors delivered their first community training workshop session to their peers at the HKSKH Lady MacLehose Centre in Kwai Chung. 12 women from low-income families will partake in 20 hours of financial literacy workshops. Once they complete this training, they will continue to develop their employability skills in the spring.



Girls Go Tech Workshops

Last Saturday, 3 GGT participating schools: Belilios Public School, Hong Kong True Light College and Tack Ching Girls' Secondary School, launched a 3-day Coding Workshop at their respective schools, where 120 Form 1 and Form 2 girls learned basic coding and hardware skills to design and create Micro:bit products. Many thanks to our passionate corporate volunteers from Bloomberg, Emerson and MTR.



Mentoring Programme 2017-2018 Icebreaker #5

Last Wednesday, our MP1718 cohort took part in our 5th Icebreaker session, "Open Mic." At this Icebreaker, mentors and protégés had the opportunity to deliver their elevator pitch to the room by introducing themselves and their objectives for being on the Programme. Whether through presenting or listening, this session enabled participants to get to know each other better and help identify their perfect match. Thank you to PwC for hosting.



Mentoring Programme 2017-2018 Icebreaker #6

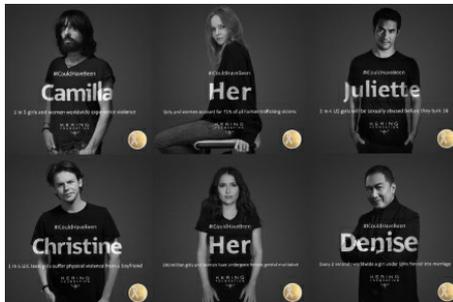
Last night, our MP1718 cohort took part in our 6th and final Icebreaker session, "Alumni Talk". At this session, mentors and protégés had the opportunity to hear from our Alumni on their experiences of being on the Mentoring Programme, including how the mentoring relationship works in practice and their advice on how to make the most out of it. Thank you to all our speakers and to Linklaters for hosting.

TWF IN THE COMMUNITY



HKU Force for Good Initiative

Last week, TWF CEO Fiona Nott served on a Panel of experts in HKU's Force for Good Initiative on sexual harassment, organised by Bridge and HKU. This three-day, intensive workshop was attended by a cross-section of the Hong Kong community, all joining together to wrestle with the question: How can corporates, government, educational sectors and civil society work together to create a sexual harassment-free environment in the Hong Kong workplace? The Panel gave feedback on the participants' action plans for next steps on policy reform, education, data collection and other critical areas.



Kering Foundation White Ribbon Campaign for Women 2017

TWF is proud to support the Kering Foundation's White Ribbon for Women Campaign. The Kering Foundation will call on the general public to imagine their lives as HER: the 1 in 3 girls and women who are victims of violence. I Could Have Been aims to draw attention to the higher risk of violence girls and women face – simply for being born female. Show your support by visiting ICouldHaveBeen.org and join the campaign.



British Council forum on Learner Diversity and Creative Teaching, December 12

TWF is pleased to support the British Council's "What's next for inclusive education?" - A forum on Learner Diversity and Creative Teaching: Gathering Perspectives on December 12 from 10.00am - 4.00pm. The aims of the forum are to provide educators with a platform to share perspectives and experience on learner diversity in Hong Kong and internationally; teachers with practical, creative teaching ideas to use in their classrooms to promote learner diversity; and to connect academics and policy makers with those who are working at the front lines and those experiencing the effects of government policy to gain new or update perspectives. Please refer to the Programme [here](#) and biographies [here](#). Register [here](#) by 1 December 2017 (Friday) to attend and specify any special needs requirements.

WHAT WE'RE READING

Our top picks for recommended reading and listening on the key trends and breaking stories on women and gender:

- [How the 'Shalane Flanagan Effect' Works](#) (NY Times)
- [The EU Is Taking a Drastic Step to Put More Women on Corporate Boards](#) (Fortune)
- [Are School Term Time-Only Contracts The Answer For Working Parents?](#) (HuffPost)
- [The Cost of Devaluing Women](#) (NY Times)
- [Looking for a bright spot? Iceland's new Prime Minister](#) (Women's Agenda)
- [Women Are Starting More New Businesses, But Struggling for Financing](#) (Bloomberg)

We are following the latest developments on combatting sexual harassment. Key reports below:

- [公開曾被性侵 我受得了壓力 家人可以嗎?](#) (Ming Pao)
- [\[Q&A\] 呂麗瑤站出來後, 公眾在問什麼問題? 關注團體和律師怎回應?](#) (The Stand News)
- [香港女性喊「#metoo」要跨過什麼欄?](#) (BBC)
- [未審先判? 須分清學校、警方及法庭的不同責任](#) (The Stand News)
- [fb女總監自述遭性騷擾經歷 會議桌下被摸腿](#) (Yahoo)
- ['We, Too, Are Survivors.' 223 Women in National Security Sign Open Letter on Sexual Harassment](#) (Time)
- [Police to investigate after Hong Kong hurdler Vera Lui says coach sexually assaulted her when she was 13](#) (SCMP)
- [Matt Lauer's Firing and NBC's Theatre of Accountability](#) (The New Yorker)
- [Amber Tamblyn: I'm Not Ready for the Redemption of Men](#) (NY Times)
- [Ellevest CEO: Have yet to reckon with ongoing cost of losing women in the workplace due to culture](#) (CNBC)
- [Why women fear backlash over #MeToo](#) (BBC)

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