


EVENTS | PROGRAMMES | CEO BLOG

Dear Stephanie

Thank you to everyone who came to last Friday's high-octane 30% Club Boardroom Lunch! It was wonderful to see the enthusiasm with which participants engaged in simulated boardroom discussions on real life company crises. A big thank you to our sponsors, Standard Chartered and KPMG, all the corporates and professional advisory firms that hosted tables, our 100 Women to Watch, our brave facilitators and our keynote speaker, Dr Dame Rosanna Wong.

The lunch marked the launch of a new campaign by the 30% Club Hong Kong to bring the number of all male Hang Seng Index company boards to zero by 2018 and to increase the percentage of women directors on HSI company boards to 20% by 2010, working toward a long-term goal of 30%.

In the three years since the launch of the 30% Club HK, Hong Kong has witnessed a slight improvement in the proportion of female directors on boards and awareness of the issue has dramatically increased. Women currently comprise 11.6% of HSI board directorships and 12.2% of all Hong Kong listed company board directorships. This compares to 9.4% and 10.7% respectively in 2013. Positive momentum is more evident in the decreasing number of all-male boards. There are still 12 HSI companies with all-male boards today, compared with 19 HSI companies with all-male boards in 2013.

However, other international jurisdictions have been making significantly faster progress in the proportion of board seats held by women, namely the UK (26% of FTSE-100 board seats), the US (23.3% of S&P 100 board seats) and Australia (23.8% of ASX-200 board seats).

As Dr Dame Rosanna Wong observed, Hong Kong has an opportunity to lead by example in the region and to demonstrate that "diversity of thought, proper risk management and good decision-making are the by-products of healthy diverse boards."

Please click [here](#) for a copy of Tim Payne's remarks announcing the new targets. I am very grateful to Tim who co-chairs the 30% Club HK steering group with me for his energetic leadership in this area and also to Ginny Wilmerding, another Brunswick partner, for all her help with the campaign launch.

For media coverage of the campaign so far, please click [here](#).

PS In case you missed it, click [here](#) to watch Michelle Obama's heartfelt and personal response to recent revelations of misogynistic behavior on the part of the Republican presidential candidate. As Mrs Obama says, "the measure of any society is how it treats its women and girls."

Warm regards

Su-Mei Thompson
 CEO, The Women's Foundation

UPCOMING EVENTS

Mentoring Programme Alumni Reunion

Join us for a half-day programme of panels and workshops featuring female leaders and HR experts on navigating successful transitions and transformations and taking greater control of your career, as well as plenty of networking!

DATE: Saturday, November 5, 2016

TIME: 8.30 a.m. - 2.00 p.m.

VENUE: Thomson Reuters, 18/F, ICBC Tower, 3 Garden Road, Central

REGISTER [here](#)


TWF Gala Dinner 2016 - Reserve your table now!

Tables are now selling fast for TWF's 2016 Gala Dinner sponsored by Bloomberg! We are delighted to have Sabrina Peng, Vice President of Ant Financial Services Group and Partner of Alibaba Group, as our keynote speaker this year. Other guest speakers include Erika Irish Brown, Global Head of Diversity & Inclusion at Bloomberg, and Shiza Shahid, Co-Founder of the Malala Fund. In keeping with the theme of celebrating women

in tech, we will also share video remarks from global tech icons including Sheryl Sandberg - COO of Facebook, Ruth Porat - CFO of Google (now Alphabet) and Jean Liu - President of Didi Chuxing, to celebrate women in tech, and we are delighted to have Facebook as our Social Media Partner. We are also looking for more event sponsors and auction prize donors - to find out more, please contact Claire Lim at claire.lim@twfhk.org.

DATE: Tuesday, November 15, 2016

TIME: From 7.00 p.m.

VENUE: JW Marriott Hotel, One Pacific Place, 88 Queensway

REGISTER [here](#) to join.



TWF/Bloomberg Leading Women in FinTech Panel & Networking Lunch

TWF and Bloomberg are delighted to present Leading Women in FinTech featuring confirmed panellists: Renu Bhatia / SuperCharger, Melissa Guzy / Arbor Ventures, Bénédicte N. Nolens / SFC and Janet Yuen / HSBC. The event will be moderated by Lu Lu Chen / Bloomberg.

DATE: Thursday, 17 November 2016

TIME: 12:15 - 2:00 p.m.

VENUE: Bloomberg Auditorium, 27/F, Cheung Kong Center, 2 Queen's Road Central

REGISTER [here](#)

TWF PROGRAMME UPDATES



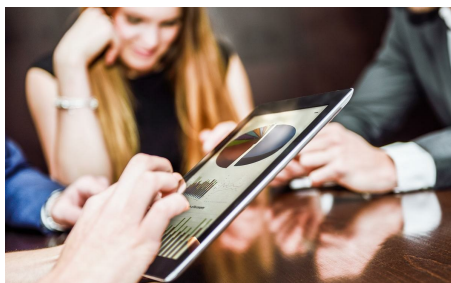
Breakfast with HKU President Peter Mathieson, one of 30 UN Women HeForShe Global Impact Champions!

Last Wednesday, Professor Peter Mathieson spoke to over 100 guests about his involvement in UN Women's HeForShe, why gender equality is important and HKU's commitment to greater transparency around gender metrics. Peter also encouraged all men speak up against sexist and discriminatory behavior in their workplace and the broader community. Many thanks to Baker & McKenzie for hosting.



Financial Literacy & Employability Training Programme

Last Thursday, we commemorated the last session in the 20-hour financial literacy training conducted by our trained Ambassadors at the HKSKH Lady MacLehose Centre in Kwai Chung. Tim Payne, TWF Board Member, presented certificates to our participants.



HR Advisory Council Discussion on Unconscious Bias

Last Thursday, Claire Goodchild/Morgan Stanley led the TWF HR Advisory Council in a discussion on best practices and approaches in dealing with 'Unconscious Bias' particularly in the areas of recruitment, promotion & succession, compensation and retention. TWF will be working on a guide for employers looking to introduce UB training for their staff. If you have expertise or anecdotes to contribute, please email jo.hayes@twfhk.org.



Girls Go Tech Year 2 Launch

Last Friday, TWF kicked off Year 2 of our Girls Go Tech Programme with a promotion session for 120 F.1 and F.2 girls at HKMA KS Lo College. Our interactive demonstration booths displayed LED-light up shoes and games built by last year's GGT participants. We look forward to engaging with 40 HKMA KS Lo girls



in workshops, company visits and coding projects in the coming months.



T.E.E.N. Community Project

Last weekend, our TEENs started their group projects by completing a series of challenges exploring different diversity issues in Hong Kong society in particular gender, ethnicity and disability. The TEENs later shared how these first-hand experiences and stepping out from their comfort zones enhanced their understanding and empathy for marginalised groups.



Mindfulness for Mentoring Alumni

Last Saturday, TWF Mentoring Programme Alumni came together for a morning session on "Working Better - Living Better". Facilitators MaryAnn Voli and Tony Dickel coached participants on how to practise mindfulness in the workplace and everyday life. Many thanks to Bloomberg for hosting the event.

SHE OBJECTS UPDATE



She Objects Discussion Guide

We now have a She Objects discussion guide to go with the film! Click [here](#) for a copy of the guide which includes discussion prompts on the four main themes of the film: the beauty ideal, hypersexualisation of women, leadership ambition gap and social media & the "selfie" culture, and links to other resources.



Community Screenings

We have been inundated with screening requests! Gucci HK held a screening last week. Tonight, The International Women's Insolvency & Restructuring Confederation (IWIRC) will host a screening at Linklaters which will be followed by this Thursday's screening hosted by Bloomberg Women's Community. UBS will screen the film in HK on Oct 26, after a screening for their Singapore office last week. Standard Chartered, Credit Suisse and Island ECC Church are all also hosting screenings next week. To arrange a screening for your company, women's network, school or university, please email Sarah.AbbottLadner@twfhk.org.



Metroplex Public Screenings

The Metroplex will host public screenings of She Objects from Oct 20-23. After the public screening on Oct 20, there will be a panel discussion featuring Director Nicola Fan, TWF Deputy CEO Rita Ching, CUHK Professor Donna Chu and former actress Chindy Lau. Tickets are available [here](#). Private screenings at The Metroplex can also be arranged. To find out more, please email stephanie.ko@twfhk.org.

IN THE COMMUNITY



TWF AT THE SHAPE ASIA



CONFERENCE

TWF Board member, Tim Payne, led a lively discussion on gender equality as part of last weekend's SHAPE ASIA 2016 conference in Hong Kong. The summit was attended by over 200 Global Shapers - young achievers selected by World Economic Forum from across the globe. Kudos to Peggy Chan/Grassroots Pantry and a leading voice on responsible food sourcing for being one of the main organisers of this year's successful event.



Presentation on the Bloomberg Gender-Equality Index

Yesterday, TWF and Bloomberg hosted a well-attended lunchtime talk by Angela Sun on the Bloomberg Financial Services Gender-Equality Index (BGEI). Angela shared what leading companies in the BGEI are doing to promote gender equality and why metrics are important in working towards a transparent and gender-inclusive industry.

TEDxWanChai
an independently organized TED event

WOMEN'S EMPOWERMENT ADVOCATE

“While most regions of the world continue to face challenges in increasing women's representation at all levels in the workplace, Asia is projected to have the lowest representation of women in management positions in 2025. In a region with so many highly educated women, how can we have so many Tiger mothers and so few Tiger women?”

— Marie Claire Lim Moore, on her TEDxWanChai talk titled "Why Asia Needs More Tiger Women"

MARIE CLAIRE LIM MOORE

TWF at TEDxWanChai, October 29

Don't miss TWF Development Director, Marie Claire Lim Moore, who will be speaking at this year's TEDxWanChai Crossroads event on "How can Asia, a region with so many highly educated women, have so many tiger mothers and so few tiger women?" To buy a ticket, please go to <https://goo.gl/Xb860F>.

Creating a Level Playing Field for Women in Asia

NOÉMIE MESSÉAN / 13 OCTOBER 2016 / BEST PRACTICES, INSPIRATIONS / 0 COMMENTS



Su-Mei joined The Women's Foundation as CEO in 2009. In addition she is a member of the Equal Opportunities Commission of Hong Kong, she serves on the board of Opera HK and she is a council member of The Cheltenham Ladies College, her alma mater. In 2013, Su-Mei founded the 30% Club HK, a group of chairmen and CEO leaders who are committed to bringing more women onto corporate boards. Su-Mei is the winner of the

2015 AmCham Women of Influence Award for Non-Profit Leader of the Year and the HKAH/Tatler Women of Hope Award for Power & Influence. She has also been recognised as one of Hong Kong's 100 Most Influential People by Debrett's and the SCMP.

TWF Featured in the Eve Programme Blog!

TWF CEO, Su-Mei Thompson, was invited to contribute to Danone's Eve Programme Blog. Click [here](#) to read Su-Mei's piece on creating a level playing field for women in Asia.

TWF FUNDRAISING INITIATIVES - We Would Love Your Support!



TWF Mischa Pins

To raise funds for our programmes, TWF is selling pins, specially designed for TWF by Michelle Lai - MISCHA founder. The beautiful black and gold enamelled pins featuring MISCHA's signature design can be purchased at TWF and partner events for HK\$50. We are looking for volunteers to help us with selling pins within their organisations and networks. Please contact Stephanie Ko at stephanie.ko@twfhk.org to find out more.

WHAT WE'RE READING

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

- [Why Do Staff Prefer A Male Boss?](#) (Human Resources)
- [Why Men Are Scared to Take Paternity Leave](#) (Bloomberg)
- [Is Silicon Valley a Meritocracy?](#) (The Atlantic)
- [The Gender Pay Gap Only Gets Worse As Women Grow Older](#) (Huffington Post)
- [The 'Boys Are Better At Math' Mindset Creates Gender Gap In Sciences](#) (CNN)

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