Message from the CEO

Dear TWF friends

2015 was a very busy and exciting year for TWF. We expanded the breadth and depth of our community and professional programmes, we released several best practice guides, and we ramped up our public engagement around the core themes of positive education and resilience training for Hong Kong youth, tackling gender stereotyping in the media and encouraging women and girls to embrace technology.

We are particularly proud of our undergraduate Big Brothers and Sisters in this year’s T.E.E.N. Programme. Several of them were TEEN participants themselves six years ago and they have now come full circle and are paying it forward by mentoring our current cohort of TEENs.

In addition, we were able to accomplish a long-time goal for TWF with the making of “She Objects”, our new documentary that was completed in early 2016. The film could not have been made without the encouragement and funding support of many people and our partner organisations and it has been hugely validating to see the positive response from international film festivals to local Hong Kong audiences. Drawing on the film which has the endorsement of the Education Bureau, we hope to roll out workshops to promote media literacy and critical thinking on the part of secondary and university students across Hong Kong.

Another exciting new initiative which we launched in 2015 was the pilot of our Girls Go Tech Programme – a free after school initiative that provides secondary school girls from underprivileged backgrounds with coding and digital literacy skills to maximise their future career opportunities. The Programme was selected by Operation Santa Claus at the end of 2015 for OSC funding which will allow us to expand the reach of the Programme into more schools in 2016.

Embracing the spirit of HeForShe, we have also re-doubled our efforts to engage men in championing for gender equality both at home and in the workplace through the launch of the TWF Male Allies, a cohort of influential male leaders from around 30 organisations, who have committed to both influencing institutional changes at their own organisations and personal actions to advance gender equality in Hong Kong.

We still have a long way to go but I am confident we are moving in the right direction, and thanks to our ever-growing list of far-sighted supporting corporations, foundations, government agencies and media organisations, we continue to shoot for ambitious goals and systemic societal change, beyond what we can achieve alone.

Thank you to all of our incredible supporters and donors and the many individuals and institutions with whom we are working to achieve a brighter and more equitable Hong Kong for all.

Su-Mei Thompson
CEO, The Women’s Foundation
Message from our Honorary Patron

Dear friends

I am honoured to be writing this message to you in my capacity as Honorary Patron of The Women’s Foundation.

Around the world, women are breaking through glass ceilings and rising to the fore. We have seen an unprecedented number of female athletes participating in this summer’s Olympics Games and in the past year alone, Taiwan, Myanmar, Nepal, Croatia, Mauritius, and Lithuania have all elected or re-elected female leaders to office.

This is a critical time for Hong Kong as we stand at an inflection point in our political and social history. Preserving our international standards in governance and a decent standard of living for all is important, and our work towards gender equality remains a critical part of this. Hong Kong’s young people are its future leaders and it is vital that they are given all the opportunities and support they need to become responsible, informed and committed global citizens.

Over the last decade, the Foundation stands as a beacon of excellence for bringing a wide range of women’s issues to the fore and setting new standards for regional NGOs in terms of innovative programme design and content, collaboration with public and private sector partners, and rigorous impact assessment.

Despite their efforts and the joint gains for gender equality achieved with other civil society actors, women in Hong Kong continue to face discrimination and much remains to be done in terms of breaking down barriers and changing attitudes. Of particular concern are growing caring responsibilities particularly for the elderly, the need to train our youth in critical thinking and to instill in them resilience and a positive mindset, and the lack of resources and services available to women on the periphery including new arrivals from the Mainland, migrant women, single mothers and ethnic and sexual minorities.

I want to thank all of you, on behalf of The Women’s Foundation, for your continued support for its programmes, research, outreach initiatives and mission. Your support is crucial to the Foundation’s success. It is only through our collective efforts that we can create a brighter, more equitable Hong Kong

The Honourable Anson Chan GBM GCMG CBE JP
Former Chief Secretary for Administration, HKSAR

Message from our Board Chair

Dear TWF friends

Whether you are a donor, a supporter, a programme participant or are being introduced to TWF for the first time, we hope you will find the information in our Annual Report about TWF’s work engaging and meaningful.

We believe it is only through effective collaboration between local NGOs, businesses, government, academics and media that we can achieve gender parity. This multi-sector collaboration has always been and continues to be a strong hallmark for our work at TWF as demonstrated by all of our signature community programmes.

At the same time, we want to serve the community by producing independent, objective research and best practice, which we have continued to do this year by the publication of two best practice guides on Mentoring and Return-to-Work Programmes, a key learnings manual from our Life Skills Programme on the benefits of incorporating positive psychology elements into school curricula and a research report on Gender Stereotyping in the Media supported by the Equal Opportunities Commission. We have also chartered into new territory through commissioning a documentary, She Objects, that explores how traditional and new forms of media create and exacerbate gender stereotypes with often damaging consequences.

Despite our efforts and the efforts of so many others, much remains to be done to achieve gender equality, to provide our youth with the skills and opportunities to flourish and to advance women in the workplace. We can only bring about gender parity collectively and we hope each of you will be a ‘champion of change’ in your day-to-day routine: at work, at home and in the community.

On behalf of the TWF Board, thank you for all that you do to support TWF’s work. I would also like to express my gratitude for the commitment and passion of the executive team led by Su-Mei Thompson and Rita Ching for their tireless dedication to improving the lives of women and girls in Hong Kong. It has been wonderful to see their hard work recognised by the community.

Congratulations to Su-Mei on being named AmCham’s Non-Profit Leader of the Year 2015 and for winning HKAH/Tatler’s 2015 Women of Hope Award for Power & Influence.

Your opinion and your feedback matter to us – please reach out to any of the TWF Board or staff with your ideas and thoughts at any time.

I hope you will continue to follow our journey.

Susan Hutchison
Board Chair
Who We Are & What We Do

In 2004, a group of like-minded women and men identified the need for a new organisation to serve as a platform for women’s issues in Hong Kong. The Women’s Foundation was thus launched, modelled on the best similar organisations around the world. The core elements of our model can be distilled down to action based on empirical research, rigorous impact assessment and leveraging collaborations with academia, businesses, the Government and other NGOs to drive change. Today, TWF is the leading catalyst in Hong Kong for collaborative efforts to drive women’s and girls’ advancement. We aspire to conduct ground-breaking research and run impactful and innovative community programmes and we engage in education and advocacy in the pursuit of three main goals:

Community Impact

To date, we’ve touched the lives of 10,000 mainly underprivileged teens and 30+ school communities through gender awareness and leadership programmes for teens and our life skills programmes for adolescent girls and boys. Our community programmes have benefited over 300 marginalised women including single mothers, domestic violence victims, women with disabilities, low income women, new arrival women, ethnic minority women and migrant workers. We’ve also facilitated capacity building at over two dozen local grassroots NGOs and 40 professional women’s networks. We’ve also helped more than 1,000 professional women by placing them in effective mentoring relationships and a highly structured programme focused on professional and personal development for women executives. Nothing makes us more proud and more determined when we witness the transformations that occur when women start to believe they can walk through any door, sit any table, have any job and any life that they want.
FINANCIAL HIGHLIGHTS

2015 INCOME

- 74% Corporate Donations
- 26% Individual Donations
- 0% Government Grants

2015 INCOME

- 67% Restricted
- 33% Unrestricted

2015 INCOME

- Combating Gender Stereotyping
- Women in Poverty
- Women in Leadership
- Special Programmes
- Research

TOTAL EXPENSES

- 79% Programme Expenses
- 10% Marketing and Communications Expenses
- 6% Development Expenses
- 5% Office Administration Expenses

PROGRAMME EXPENSES

- 57% Combating Gender Stereotyping
- 11% Women in Poverty
- 20% Women in Leadership
- 1% Special Programmes
- 11% Research
COMMUNITY PROGRAMMES
Our Community Programmes aim to create positive and measurable change for women’s economic self-reliance and youth empowerment through the implementation of sustainable programmes and initiatives.

T.E.E.N. PROGRAMME
Our T.E.E.N. (Talent, Empowerment, Equality and Networking) Programme provides leadership and diversity training to underprivileged youth who would not otherwise enjoy the same educational, vocational and inspirational experience, opportunities and exposure.

PROGRAMME GOALS
LEADERSHIP – Provide leadership training for underprivileged TEENs who would not otherwise enjoy the same educational, inspirational and vocational experiences and opportunities

AWARENESS – Create a generation of gender aware leaders who through their understanding of gender equality will bring about wider social change in terms of challenging gender stereotypes

In 2015-16, we provided over 100 days of training including nearly 40 different activities for 36 TEENs who are junior secondary school students from low income districts like Kwai Tsing, Sham Shui Po, Yuen Long and Tin Shui Wai who were selected on the basis of their leadership potential and commitment. The TEENs received mentoring from 12 undergraduate Big Brothers & Sisters – four of whom were TEENs from our very first cohort of the Programme.

LIFE SKILLS PROGRAMME
Our Life Skills Programme trains mid-late adolescents in financial literacy, healthy relationships and well-being, life and career planning, and resiliency to empower them to make better decisions about their future. Many critical life skills are not addressed within the school curriculum or at home. Issues affecting Hong Kong teens include rising debt and excessive consumption among teens, anorexia and eating disorders, juvenile drug abuse, increased teen pregnancies and compensated dating.

PROGRAMME GOALS
ENCOURAGE – Encourage critical thinking among participants

CHALLENGE – Enable participants to examine and question the status quo and challenge gender stereotypes

EMPOWER – Empower participants to make positive life changes at school, in the workplace and beyond

After a successful pilot last year, we rolled out online training kits for students and piloted a teacher manual this year. We are currently working on developing an interactive e-learning platform which we will enable us to reach more students and make the Programme more self-sustaining in the long run. For 2015-16, the Programme has benefited 3,000 students from 7 schools, together with 350 parents and teachers, and since its inception in 2011, the Programme has served over 10,000 students, parents and teachers.

GIRLS GO TECH PROGRAMME
Girls Go Tech was launched in the Autumn of 2015 with the goal of empowering female junior secondary students from underprivileged schools by providing them with foundational skills in coding and technology that will lead to positive attitude shifts and increased confidence around technology related subjects. In addition to providing the girls with an understanding of basic technology and coding concepts, the Programme is also designed to develop participants’ critical thinking, problem-solving skills and improve teamwork and collaboration.

PROGRAMME GOALS
ENCOURAGE – Encourage girls to pursue STEM subjects and career pathways

EXPOSE – Expose girls to opportunities and resources to develop an interest in or skills in technology

EMPOWER – Empower deprived girls to create positive attitude shifts and increase confidence around technology
In 2015, we piloted GGT in three schools (two all girls’ schools and one co-educational school) benefiting 90 students and their teachers. The results from our independent impact assessment show that GGT Programme participants showed a mark increase in their confidence, self-efficacy, expected success and future intention to study ICT and coding, as well as significant improvements in their problem solving skills, analytical skills and attitude towards using computers. Participating teachers also showed significant improvement in their attitudes towards computers and the application of technology in their teaching. With the support of Operation Santa Claus and other corporate partners, we look forward to expanding the Programme to at least double the number of schools in 2016.

FINANCIAL LITERACY & EMPLOYABILITY TRAINING PROGRAMME

TWF’s Financial Literacy Programme for marginalised women was launched in 2011. This was followed by our Employability Training Programme which launched in 2014. In addition to financial literacy training, the Employability Training Programme further equips participants with employability and life skills. Drawing on a holistic, high touch and personalised approach to empowerment, our aim is to encourage participants to achieve greater economic independence and a better quality of life for themselves and their families.

PROGRAMME GOALS

ENABLE – Enable women to have more control over their finances and make better life choices for themselves and their families

EMPOWER – Build soft skills in marginalised women to help them gain self-confidence and pursue personal and professional goals beyond their original expectations

EMPLOY – Equip marginalised women with the skills and opportunities to seek a variety of sustainable employment options

By the end of 2015, we have delivered nearly 600 hours of training and reached 250+ direct beneficiaries with many other indirect recipients of the Programme including family, friends and their local communities.

SCHOLARSHIPS

Through our scholarship programmes, TWF is supporting deserving Hong Kong individuals to pursue their dreams. We feel privileged and humbled that our scholarships are changing young lives in a very fundamental way and empowering our recipients to pursue further studies in STEM, Business Administration and Gender Studies, both in Hong Kong and abroad.

University of Cambridge

TWF’s Scholarship Scheme supports Hong Kong students to pursue the M.Phil in Gender Studies at the University of Cambridge.

2015-16 recipient: Natalie Ngai

WISE (Women in Science and Engineering) Scholarships

TWF is supporting the WISE scholarships offered by the Hong Kong University of Science and Technology which encourages female students to pursue STEM (science, technology, engineering and mathematics) subjects at university.

2015-16 recipients: Chung Yee Lam, Chung Yuen Ting, Liaw Ming Wai, Duan Yuqing, Liu Wenbin, Xu Lanxiao, Wu Yun Chen and Yu Chendi
PIPELINE INITIATIVES

Our Pipeline Initiatives aim to increase institutional investment in, and the active implementation of, equal opportunities for women in the workplace.

30% CLUB HK

In 2013, The Women’s Foundation launched the 30% Club Hong Kong – a group of chairmen and business leaders who are committed to bringing more women onto Hong Kong corporate boards.

GOALS

WARENESS – Raise awareness of the benefits of gender diversity on boards
INFORM—Inspire informed debate and discussion
SUPPORT—Support initiatives to build the pipeline of women in executive and non-executive roles

The 30% Club believes that gender diversity is good for the overall effectiveness of the boardroom and therefore good for business.

Since our launch, the 30% Club has recruited over 60 members and worked with Government, businesses, investors, corporate and industry associations, chambers of commerce and executive search firms to identify and implement measures to increase the representation of women in Hong Kong’s boardrooms and help build the pipeline of ‘board-ready’ women.

MALE ALLIES

TWF’s Male Allies are a cohort of around 30 influential male leaders who have committed to influencing institutional changes at their own organisations and personal actions to advance gender equality in Hong Kong.

MENTORING PROGRAMME

The Women’s Foundation’s highly acclaimed best-in-class Mentoring Programme for Women Leaders is Hong Kong’s pre-eminent cross-industry mentoring initiative. Throughout the year-long programme, participants benefit from personal and professional development through their one-on-one mentoring journey. This is complemented by a highly structured curriculum of peer-to-peer learning, mentoring circles, inspirational talks, panel discussions, skills-enhancement workshops and networking events.

The ultimate goal of the Mentoring Programme is to increase the number of women in policy and decision-making roles across sectors.

Our mentors benefit from: participating in training specifically designed for mentors and enhancing their mentoring, coaching and leadership skills; building a strong and supportive network; giving back to the community in a meaningful way through sharing; and, experience and advice with younger women coming through the ranks being recognised as a leader.

Our protégées benefit from: expanding their leadership knowledge and skills through professional development training; enhancing their self-confidence; gaining insights to be able to better tackle issues or challenges in the workplace; and, building a strong and supportive network.

We launched the seventh cycle in September 2015 and saw our largest intake ever with 54 high-potential young women paired with 54 successful female leaders across different sectors and organisations.
30% CLUB HK

In 2013, The Women’s Foundation launched the 30% Club Hong Kong – a group of chairmen and business leaders who are committed to bringing more women onto Hong Kong corporate boards.

GOALS

- **Awareness** – Raise awareness of the benefits of gender diversity on boards
- **Inspire** – Inspire informed debate and discussion
- **Support** – Support initiatives to build the pipeline of women in executive and non-executive roles

The 30% Club believes that gender diversity is good for the overall effectiveness of the boardroom and therefore good for business.

Since our launch, the 30% Club has recruited over 60 members and worked with Government, businesses, investors, corporate and industry associations, chambers of commerce and executive search firms to identify and implement measures to increase the representation of women in Hong Kong's boardrooms and help build the pipeline of 'board-ready' women.

MALE ALLIES

TWF’s Male Allies are a cohort of around 30 influential male leaders who have committed to influencing institutional changes at their own organisations and personal actions to advance gender equality in Hong Kong.

MENTORING PROGRAMME

The Women’s Foundation’s highly acclaimed best-in-class Mentoring Programme for Women Leaders is Hong Kong’s pre-eminent cross-industry mentoring initiative. Throughout the year-long programme, participants benefit from personal and professional development through their one-on-one mentoring journey. This is complemented by a highly structured curriculum of peer-to-peer learning, mentoring circles, inspirational talks, panel discussions, skills-enhancement workshops and networking events.

The ultimate goal of the Mentoring Programme is to increase the number of women in policy and decision-making roles across sectors.

Our mentors benefit from: participating in training specifically designed for mentors and enhancing their mentoring, coaching and leadership skills; building a strong and supportive network; giving back to the community in a meaningful way through sharing; and, experience and advice with younger women coming through the ranks being recognised as a leader.

Our protégées benefit from: expanding their leadership knowledge and skills through professional development training; enhancing their self-confidence; gaining insights to be able to better tackle issues or challenges in the workplace; and, building a strong and supportive network.

We launched the seventh cycle in September 2015 and saw our largest intake ever with 54 high-potential young women paired with 54 successful female leaders across different sectors and organisations.

ALUMNI NETWORK

The Mentoring Programme Alumni Network allows participants to stay connected and engaged with the ever-expanding network of inspiring, accomplished and mutually supportive women who are former mentors and protégées. The Alumni Network includes over 650 members who participate in Lean In inspired circles and regular networking events.

LEADING WOMEN SPEAKER SERIES

As part of our mission to increase the number of women in decision-making roles, we partnered with Bloomberg in 2012 to launch a series of panels spotlighting inspirational female role models in male-dominated industries.

Each panel features female role models from within the industry talking about the opportunities and challenges for women looking to build a career within the sector and what companies can do to develop and strengthen the pipeline of female talent.

In 2015, we have held panel discussions spotlighting leading women in Real Estate, Investment Banking, Sustainability and on Advisory & Statutory Bodies.

BEST PRACTICE GUIDES

Research has always underpinned everything we do at The Women’s Foundation and we remain committed to producing independent, high quality research that examines the root causes for gender equality in Hong Kong. We are also deeply committed to sharing the key learnings from our programmes as well as global and local best practices and innovative approaches driving greater diversity and inclusion.

We have a growing library of Best Practice Guides including Success Markers for Effective Women’s Networks, Effective Mentoring Programmes for Women and Effective Return to Work Programmes. Work in progress includes best practice guides to mobility programmes for women and supporting employees with eldercare responsibilities.

SECRETS TO SUCCESS SERIES

TWF launched our Secrets to Success series in 2013. The Series features pioneering women sharing their personal tips for success. 2015 speakers included:

- Farheen Mahomed, Executive Vice President, Business Development, Pacific Century Group
- Mo-Yee Lam, Investment Banker at UBS and Charity Protagonist
- Leonie Valentine, Director SMB Customer Experience APAC, Google
- Marie Claire Lim Moore, Regional Director, Citi
TWF started off as a research institute and research remains the cornerstone of everything we do. It informs our strategic decisions as to where we devote our time, energy and resources, and we hope that by making all our research freely available, it can be a resource for other watchdog groups and women’s NGOs, the Government, academics and the media.

RESEARCH, MEDIA & ADVOCACY

TWF research spans:
- Primary research and literature reviews
- Key learnings and case studies from our various community programmes
- Best practice guides

2015-16 Publications

Gender Stereotypes in the Hong Kong Media: A Scoping Study – With support from the Equal Opportunities Commission, TWF published a report that explores the potential associations between the portrayal of women and men, girls and boys in the media and the ensuing perceptions and behaviours of media consumers through a comprehensive literature review.

Providing Skills That Allow Youth to Flourish — The report captures the key learnings from the first three years of TWF’s Life Skills Programme and examines critical issues faced by youth, and discusses facilitated interventions.

Looking ahead to 2016 TWF will be releasing a best practice guide for employers looking to enhance their support for staff members with eldercare responsibilities and a study examining the reasons why girls are not opting to pursue STEM subjects in Hong Kong.

SHE OBJECTS

Commissioned by TWF, in partnership with Women Helping Women, and directed by rising young talent, 27-year old Nicola Fan, She Objects is the first documentary of its kind in Hong Kong to explore how traditional and new forms of media create and exacerbate gender stereotypes with often damaging consequences. It challenges viewers to think critically about the way media portrays women and the impact on eating disorders and self-esteem issues for girls, violence against women and girls, and the erosion of female ambition.

The film also urges all of us – from governments to the media to brands to individuals – to be more thoughtful about how we use and contribute to popular media, to call out media content that objectifies, sexualises and diminishes women, and to promote a media culture that rejects stereotypes and celebrates diversity.

MEDIA LITERACY PROGRAMME

Drawing on the film, TWF will be rolling out workshops to promote media literacy and critical thinking among secondary and university students in Hong Kong.

We also hope that She Objects will be the focus of multiple community screenings hosted by schools, universities, businesses and other NGOs in Hong Kong. We have produced discussion guides and resources that will be made freely available on our sheobjects.org website. TWF will also utilise social media platforms (#SHEOBJECTS) to raise awareness and initiate discussions around the topic of gender and media.
TIMELINE 2015

We host over 100 events per year. Here are some highlights of key events for 2015 – to see our full calendar of 2015 events, please visit our Past Events page.

January

January 28
Roundtable Lunch Co-hosted by APEC Business Advisory Council (ABAC) and the 30% Club Hong Kong

March

March 4
Panel of culinary female stars with breakfast from Grassroots Pantry

March 5
TWF International Women’s Day Gala Lunch

March 11
Fireside chat with Frances Adams, Australian Ambassador to China

February

February 25
TWF and InvestHK Present the Fundamentals of Starting a Business in Hong Kong

March

March 4
Panel of culinary female stars with breakfast from Grassroots Pantry

March 5
TWF International Women’s Day Gala Lunch

March 11
Fireside chat with Frances Adams, Australian Ambassador to China

April

April 16
TWF Kassia Women’s Choir Benefit: HER SONG

April 17
OWN Breakfast with Dame Carol Black, Newnham College, Cambridge

April 27
TWF Panel on Women-Led Start Ups and Social Change featuring Joy Anderson
**July**

**July 18**
Breakfast with Kiran Bedi, Global Feminist Icon, Indian Politician and Activist

**May**

**May 19**
Fireside Chat with Jo Farrell, Author of Living History: Bound Feet Women of China

**May 31**
TWF CEO, Su-Mei Thompson, Delivers “Dying to be Thin” Talk at TEDxWanchai

**August**

**August 27**
TWF Lunchtime Panel on Return to Work Programmes

**September**

**September 18**
30% Club Boardroom Lunch

**October**

**October 29**
TWF Annual Gala Dinner
November

**November 6**
TWFCO, Su-Mei Thompson, Wins AmCham Non Profit Leader of the Year

December

**December 8**
Our Festive, Fundraising Balloon Debate
OUR BOARD

Susan Hutchison
Chair, Board of Governors

Angelina Kwan
Vice Chair, Board of Governors

Michelle Paisley
Honorary Treasurer, Board of Governors

Rachel Cartland
Member, Board of Governors

Su-Mei Thompson
CEO

Zoe Henham
Member, Board of Governors

Christina Gaw
Member, Board of Governors

Desiree Au
Member, Board of Governors

Lale Kasebi
Member, Board of Governors

Tim Payne
Member, Board of Governors

Clarence Yang
Member, Board of Governors

Keith Pagson
Honorary Auditor, Board of Governors
The Women’s Foundation is in good financial health. Whilst the rate of growth in both income and expenditure has moderated in the last year or so, we are well positioned to continue our successful programmes, and to grow the reach and impact of our work in Hong Kong’s communities that most need our help.

Sources of Funds

Reported income in 2015 was HK$15.39m, a slight increase on 2014’s income of HK$15.32m. Corporate sourced funding rose by 26% between 2014 and 2015 and continues to be our most important source of funding, accounting for 74% of income in 2015 (up from 59% in 2014). The corporate funding largely filled the gap left by the fall in Government funding. Government funding fell by 93% from HK$840k in 2014 to HK$57k in 2015. In 2015, our Government funding represented two subsidies from Equal Opportunity Commission for (1) sponsoring a research report - Gender Stereotypes in the Hong Kong Media: A Scoping Study (HK$33k) and (2) an event subsidy for community activities for our T.E.E.N. (Talent Empowerment, Equality and Networking) Programme for at risk teens (HK$24k). We expect that 2016 will see recovery in Government support for TWF’s programmes. However, we are also aware that corporate funding has become harder to secure, and generally on a shorter commitment cycle. We continue to work to diversify our corporate partners, and warmly welcome interest from corporates interested in sponsoring our programmes.

Donations from individuals in 2015 were significantly focused on our documentary, She Objects. The bulk of individual donations are made during our two annual Gala fund-raisers, and other one-off fundraisers. Individual donations were lower (down 38%) in 2015 due primarily to the absence of one-off fundraising concert (a dinner with Dame Kiri) and a series of fundraising activities for WISE scholarship from individuals in 2014.

Restricted funding - that is donations for specific programmes – rose 7.7% to HK$10.31m in 2015, and continues to form the largest part of our funding, accounting for 67% (62%). Individual, personal, donations continues to be the smallest source of funds.

Use of Funds

In 2015, we invested HK$11.89m (HK$10.64m) in our programmes and research, which accounted for 79% of our total expenditure, a healthy improvement from 72% in 2014. A large beneficiary of the funding was our She Objects documentary and its media literacy programme. By far the most significant component of our expenditure relates to our two youth programmes—the T.E.E.N. Programme and the Life Skills Programme. Combined, all our community programmes accounted for HK$6.81m or 45% of our total expenditure (a 15% increase from $5.93m last year). As you will read elsewhere in this Annual Report, the independent evaluations on the effectiveness of these programmes in improving the lives, perspectives, confidence and opportunities for the participants is wonderfully encouraging.

2015 was another important year for our research efforts, with work underway on several major research projects. Research was our fourth largest expense, (9% of overall expenditure) at HK$1.34m (up 8% yoy).

We continue to work hard to run a lean and efficient organisation. Our rule of thumb is that at least 65% of our annual operating budget goes to programmes and research which are our core focus, and that overhead and administrative expenses should not exceed 15%. I am delighted to report that for 2015, programme and research related costs accounted for 79% of our expenditure. Meanwhile, our administrative expenses went down from 8% in 2014 to 6% in 2015.

TWF holds a conservative cash balance. This provides visibility on funding our programmes and team for the year ahead. This organisation operates with a long-term view, consistent with the longer-term changes we aim to effect.

A very big ‘thank you’ to our corporate and individual donors. We could not do what we do without your incredibly generous support! Thank you for sharing in our vision, and mission. This year, we would like to especially thank our donors who have supported our She Objects documentary and campaign and we are very excited about unveiling the film in 2016.

We hope we can count on your ongoing financial support and collaboration in the coming years.

Michelle Paisley
Honorary Treasurer
May 2016
The Mentoring Programme Alumni Network allows participants to stay connected and engaged with the ever-expanding network of inspiring, accomplished and mutually supportive women who are former mentors and protégées. The Alumni Network includes over 650 members who participate in Lean In inspired circles and regular networking events.

LEADING WOMEN SPEAKER SERIES
As part of our mission to increase the number of women in decision-making roles, we partnered with Bloomberg in 2012 to launch a series of panels spotlighting inspirational female role models in male-dominated industries.

Each panel features female role models from within the industry talking about the opportunities and challenges for women looking to build a career within the sector and what companies can do to develop and strengthen the pipeline of female talent.

In 2015, we have held panel discussions spotlighting leading women in Real Estate, Investment Banking, Sustainability and on Advisory & Statutory Bodies.

BEST PRACTICE GUIDES
Research has always underpinned everything we do at The Women’s Foundation and we remain committed to producing independent, high quality research that examines the root causes for gender equality in Hong Kong. We are also deeply committed to sharing the key learnings from our programmes as well as global and local best practices and innovative approaches driving greater diversity and inclusion.

We have a growing library of Best Practice Guides including Success Markers for Effective Women’s Networks, Effective Mentoring Programmes for Women and Effective Return to Work Programmes. Work in progress includes best practice guides to mobility programmes for women and supporting employees with eldercare responsibilities.

SECRETS TO SUCCESS SERIES
TWF launched our Secrets to Success series in 2013. The Series features pioneering women sharing their personal tips for success. 2015 speakers included:

- Farheen Mahomed, Executive Vice President, Business Development, Pacific Century Group
- Mo-Yee Lam, Investment Banker at UBS and Charity Protagonist
- Leonie Valentine, Director SMB Customer Experience APAC, Google
- Marie Claire Lim Moore, Regional Director, Citi

ACKNOWLEDGEMENTS 2015

TWF LEADERSHIP
ADVISORY BOARD
Alexandra von Ilsemann
Alicia Kershaw
Anna Wu
Christine Loh
Cynthia Chung – Hon. Legal Advisor
Cynthia D’Anjou Brown
Danielle Huthart
Eleanor Holroyd
Michael DeGolyer

HONORARY TRUSTEES
Elisabeth Scott
Elizabeth Thomson
Emma Sherrard Matthew
Estella Huang Lung
Hayden Majajas
Jean Sung
Kay McArdle
Kieran Rose
Mike Yao
Noriko Honda Chen
Pamela Smith – Co-Founder
Rebecca Neufeld
Rebecca Woo
Rosalyn Hongsaranagon
Shalini Mahtani
Stacilee Ford
Thelma Kwan

ADVISORY COUNCIL FOR WOMEN ON BOARDS
Angelina Kwan
Clarence Yang
Elspeth Renshaw
Fiona Nott
Ginny Wilmerding
Ingrid Child
Kimberly Cole
Leonie Valentine
Mariko Sanchanta
Rebecca Brosnan
Stephen Golden

FINANCIAL LITERACY & EMPLOYABILITY TRAINING PROGRAMME
STEVING COMMITTEE
Chris Zhao
Damian Yip
Hoi Wai Chua
Rachel Cartland

CORPORATE PARTNER
Barclays

GOVERNMENT SUPPORT
Partnership Fund for the Disadvantaged, Social Welfare Department

SUPPORTING ORGANISATION
The Family Planning Association of Hong Kong

NGO PARTNERS
Association of Women with Disabilities

EXTERNAL RESEARCHERS
Professor Mary Zhou, Chinese University of Hong Kong
Mrs Monica Yau, Chinese University of Hong Kong

LIFE SKILLS PROGRAMME
STEVING COMMITTEE
Adam Singer
Clare Williams
Clyton Yeung
Grace Lee
Katie Monteil
Patricia Chiu
Pauline Wong
Rachel Cartland

CORPORATE PARTNERS
Barclays
C&A Foundation
Jurlique Ideas of Beauty Fund
T. Rowe Price

SUPPORTING ORGANISATIONS
Equal Opportunities Commission
The Family Planning Association of Hong Kong

COMPANY VISIT/VOLUNTEERING WORK PARTNERS
AECOM
ANZ
Barclays
Brunswick
Cathay Pacific
CITIC Securities Company Limited
CMM Monita Academy
Equal Opportunities Commission
Goldman Sachs
Google
Hong Kong Exchange and Clearing Ltd
IKEA
Investor Education Centre
JP Morgan
Jurlique
KKR Asia Limited
L’Occitane
Li & Fung Limited
Macquarie Group Limited
Microsoft Hong Kong Limited
Morgan Stanley
Oracle Systems Hong Kong Limited
Quintessentially
The Peninsula Hong Kong
The Pure Group

ACADEMIC ADVISORS
Dr Anita Chan, Hong Kong Institute of Education
Christine Mak, City University of Hong Kong

ACKNOWLEDGEMENTS 2015
ALUMNI NETWORK

The Mentoring Programme Alumni Network allows participants to stay connected and engaged with the ever-expanding network of inspiring, accomplished and mutually supportive women who are former mentors and protégées. The Alumni Network includes over 650 members who participate in Lean In inspired circles and regular networking events.

LEADING WOMEN SPEAKER SERIES

As part of our mission to increase the number of women in decision-making roles, we partnered with Bloomberg in 2012 to launch a series of panels spotlighting inspirational female role models in male-dominated industries.

Each panel features female role models from within the industry talking about the opportunities and challenges for women looking to build a career within the sector and what companies can do to develop and strengthen the pipeline of female talent.

In 2015, we have held panel discussions spotlighting leading women in Real Estate, Investment Banking, Sustainability and on Advisory & Statutory Bodies.

BEST PRACTICE GUIDES

Research has always underpinned everything we do at The Women's Foundation and we remain committed to producing independent, high quality research that examines the root causes for gender equality in Hong Kong. We are also deeply committed to sharing the key learnings from our programmes as well as global and local best practices and innovative approaches driving greater diversity and inclusion.

We have a growing library of Best Practice Guides including Success Markers for Effective Women's Networks, Effective Mentoring Programmes for Women and Effective Return to Work Programmes. Work in progress includes best practice guides to mobility programmes for women and supporting employees with eldercare responsibilities.

SECRETS TO SUCCESS SERIES

TWF launched our Secrets to Success series in 2013. The Series features pioneering women sharing their personal tips for success. 2015 speakers included:

- Farheen Mahomed, Executive Vice President, Business Development, Pacific Century Group
- Mo-Yee Lam, Investment Banker at UBS and Charity Protagonist
- Leonie Valentine, Director SMB Customer Experience APAC, Google
- Marie Claire Lim Moore, Regional Director, Citi
- Dr Dannii Yeung, City University of Hong Kong
- Professor Dora Choi, Chinese University of Hong Kong
- Professor Samuel Ho, City University of Hong Kong
- Professor Siu Ming To, Chinese University of Hong Kong
- Dr Cherry Tam, City University of Hong Kong

EXTERNAL RESEARCHERS

Dr Dannii Yeung, City University of Hong Kong
Dr Mario Liong, Centennial College, University of Hong Kong

MENTORING PROGRAMME

STEERING COMMITTEE

Ali Tse - Co-Chair
Annabel Arthur
Chariya Poopisit
Claire Goodchild
Feng-Min Chien
Gabriella Montandon
Ingrid Child - Co-Chair
Natalie Cheung
Stephanie Loh
Suki Tiwana

CORPORATE PARTNERS

CLSA Chairman’s Trust

SUPPORTING ORGANISATIONS

Equal Opportunities Commission
The Family Planning Association of Hong Kong
The HeArt Touch Charity Foundation

COMPANY VISIT/WORKSHOPS PARTNERS

Consulate General of the United States
Google
SAP
Swedish Culture Association
State Street Corporation

SCHOLARSHIPS SPONSOR

The Children’s Museum of Hong Kong

BIG BROTHERS AND SISTERS (2014-15 Academic Year)

Alicia Lam
Boey Lau
Crystal Law
Daniel Suen
Erica Tong
Jacky Lam
Kay Lam
K Fan Wong
Marcus Chan
Matt Chau
Pecky Chan
Sophie Wan
Stella Ng
Vicky Leung
Wendy So

BIG BROTHERS AND SISTERS (2015-16 Academic Year)

Belinda Hoi
Carman Ng
Cherry Ho
Icy Chow
Jasmine Chan
Ka Ki Ku
Keith Tsoi
Kiki Wong
Peter Wong
Raymond Lee
Sarah Chung
Timothy Tang

GIRLS GO TECH PROGRAMME

CORPORATE PARTNERS

Accenture
Barclays
Cisco

EXTERNAL RESEARCHERS

Dr Dannii Yeung, City University of Hong Kong
Dr Mario Liong, Centennial College, University of Hong Kong

MENTORING PROGRAMME

STEERING COMMITTEE

Ali Tse - Co-Chair
Annabel Arthur
Chariya Poopisit
Claire Goodchild
Feng-Min Chien
Gabriella Montandon
Ingrid Child - Co-Chair
Natalie Cheung
Stephanie Loh
Suki Tiwana

CORPORATE PARTNERS

Accenture
AIA Group
ANZ
Ashurst
AXA Asia
Bain Capital
Baker & McKenzie
Barclays
Bloomberg
Clifford Chance
CLSA
EY
GL Group
Goldman Sachs
Google
J.P. Morgan
Jones Lang LaSalle
Kering
KKR
Li & Fung
Linklaters
Maccoarie
Mercer
Morgan Stanley
Nomura
Pernod Ricard
PricewaterhouseCoopers
State Street
Telstra International
Thomson Reuters
UBS
White & Case

BEST PRACTICE GUIDES
CORPORATE PARTNERS
Ellevate Hong Kong
Back to Work
LEADING WOMEN SPEAKER SERIES
CORPORATE PARTNER
Bloomberg
SUPPORTING PARTNERS
Ashurst
Gaw Capital
Kering
The Women’s Exchange, HKEX
Swire

SECRETS TO SUCCESS SERIES
CORPORATE EVENT SPONSOR
KPMG

30% CLUB ADVISORY COUNCIL
Keith Pogson
Teresa Ko
Tim Freshwater
Tim Payne

ROUNDTABLE LUNCH CO-HOST
APEC Business Advisory Council

DIRECTOR’S TRAINING EVENT SPONSORS
HKEX
The Women’s Exchange, HKEX

BOARDROOM LUNCH TITLE SPONSOR
Standard Chartered

BOARDROOM LUNCH ASSOCIATE SPONSOR
Paul Weiss

BOARDROOM LUNCH CORPORATE TABLE HOSTS
Asia Society Hong Kong Center
BlackRock
Deacons
Goldman Sachs
Herbert Smith Freehills
HKEX
HKT
Hogan Lovells
KPMG
LI & FUNG
Linklaters
MTR
Paul Hastings
Paul Weiss
Slaughter and May
Standard Chartered
State Street
SWIRE
Thomson Reuters

FLAGSHIP EVENT: INTERNATIONAL WOMEN’S DAY
GALA LUNCH, 2015
EVENT SPONSOR
Thomson Reuters

CORPORATE TABLE SPONSORS
Accenture
ANZ
Ashurst
Blackstone
Bloomberg
Bring me a Book
Brunswick
CLSA
DLA Piper
Escada
EY
Goldman Sachs
Google
HK Ballet
JP Morgan
KKR
KPMG
Li & Fung
Macquarie
Metlife
Microsoft
MTR
Paul Weiss
PwC
Standard Chartered
State Street
Swiss reinsurance
Telstra
The Ritz-Carlton
Thomson Reuters
Wellesley
Women Helping Women

INDIVIDUAL TABLE HOSTS
Angelina Kwan
Anisha Abraham
Christina Gaw
Estella Huang Lung
Fiona Nott
Joanna Hotung
Kym Fortescue
Stephanie Hui

LUXURY DRAW SPONSORS
Catalunya
Escada
Gucci
Marina Bay Sands Singapore (via Quintessentially)
Plukka

LUCKY PACKET SPONSORS
Apple & Pie
Arte
Be-Juiced
BruneBlonde
CrossFit 852
Dewa Phuket (via Delivering Asia) Dining Concepts
Gourmet Skin Bar
Istie Bitsie Boutique
JustGreen
Jo Farrell
Lancome
Luxe City Guides
Maud Frizon
Mischa Palm Beach
Polkadot
Prive Group
Punch Detox
Qigong
S. Nine by Susanna Soo
Savvy Style
Slope 8
Susanna Soo Atelier
Swindon
The Spoilt Experiences Group
WAKA

PLEDGE DONORS
CORPORATE
Telstra Legal Services Team

INDIVIDUAL
Adam Lau
Akiko Takahashi
Allegra and Tallulah Thompson
Amy Fong
Angelina Kwan
Ann Yang
Ann Yarisanotos
Anne Dunvant
Anne O’Riordan
Anne-Marie Balfie
Annilen Payn
Bonny Landers
Brooke Holiday
Cara Li
Carol Kim
Catherine Simmons
Cathy Ziengs
Chan Yuen Wai
Charlotte Hui
Chian See Li
Chris Scoular
Chung Wai Ling
Coffee Cheung
Cora Tang
Crystal Au
Deborah To
Divya Ahluwalia
Doris Cheung
Elizabeth Edmiston
Elsbeth Todd
Fina Cheng
Fiona Emmerson
Flora Yu
Gary Hwa
Heidi Yang
Helen Roberts
Janette Ho
Jeanne Short
Joanna Cheung
Judith Crosbie Chen
Judy Chiang
Judy Yau
Julie Fried
Karen Demarco
Karen Eng
Karen Macalpine
Katty Kuah
Keith Pogson
Kitty Wong
Kym Fortescue
Lara Wozniak
Lienny Jang
Linda Cheng
Linda Ng
Ling Chan
Lisa Friis
Mabel Wong
Maggie Chen
Marie-Lou Pereira
May Ng
May She
Michele Windsor
Michelle Shiars
Mimi Yuen Ning Tang

Monica Mo
Wai Ling Ma
Nancy Hong
Patricia Tay
Patricia Tung
Patrycya Oselkowska
Pauline Wong
Penina Borisute Nagar
Preema Kabir
Rebecca Yau
Robin Hu Yee Cheng
Rocky Chan
Sandra Kister
Shana Wong
Sharon Khor
Shelly Painter
Sophia Kao
Stefanie Lee
Stella Abraham
Su Yi Kim
Susan Hutchison
Susannah Lindenfield
Tracy Hansen
Vania Chu
Vivian Wong
WK Wong
Winnie Yeung
Xin Kara Wang
Ying Yan
Yoonah Kang

FLAGSHIP EVENT: GALA DINNER, 2015
EVENT SPONSORS
ANZ
Escada - Official Fashion Partner
FANCL - Official Beauty Partner Kering
ASSOCIATE SPONSORS
State Street
Thomson Reuters

CORPORATE TABLE HOSTS
BAML
Barclays
Bloomberg
BNP Paribas
Brunswick
Capital International
CBA
Coats
Deutsche Bank
DLA Piper
EY
Goldman Sachs
John Swire & Sons (H.K.) Ltd
JP Morgan
KKR
KPMG
Li & Fung
Macquarie
Metlife
Microsoft
Morgan Stanley
Mvision
Paul Weiss
RBS
Towers Watson
Yu Ming
Zurich

INDIVIDUAL TABLE HOSTS
Angelina Kwan
Christina Gaw
Estella Huang Lung
Fiona Nott
Kym Fortescue

**SILENT AUCTION**
Akyra Chura Samui + Renaissance Koh Samui
Akyra Manor Chiang Mai (via Infinite Luxury)
Aleenta Hua Hin (via Infinite Luxury)
Amber, The Landmark Mandarin Oriental
Anson Chan
Australian Consulate
Bambu Inda, Ubud
Beijing Schoolhouse
BlackPine
Boucheron
Caroline Wilson
Charlotte Travel – Kamalaya
Christina Gaw
Cipriani + Amber Lunch
Clifford Hart
DVF Escada
Finch Hattons, Tsavo, + Tribe, Nairobi, Kenya
Four Seasons Hong Kong
Grassroots Intercontinental
Isabella Wren
I-Scream
Island Shangri-La, Hong Kong
Keith Pogson
Kotur
Madia
Marriott
Mischa
Mondial-D
ON Dining
Pawn
Peninsula Felix
Pottinger
Qeelin
Renaissance Phuket + Aleenta Phuket
Sailing Yacht ride for 6 including lunch
Salvatore Ferragamo
Shangri-La at the Shard, London
Shangri-la Bangkok
Shangri-la Chiang Mai
Shangri-La’s Far Eastern Plaza Hotel, Taipei
Susanna Soo
The Pavilions, Phuket
The Upper House
The Wellesley, London, UK
TOD’s
Tokyo Shangri-La
Vivienne Tam
Whisky Library

**LUXURY DRAW SPONSORS**
BlackPine
Capelli
Crft-Pit
Crown Relocations
Heting
Mara Bushtops & Tribe Hotel

**LUCKY PACKET SPONSORS**
2/3 Dolci
Babyhero
Barre2Barre
CARAT London
Ce La Vie
CoCoon Networking Passes
Concept Creations
Diamanti Per Tuschi
E. Marinella Gentlemen's Accessories
Economist
Elephant Community Press
EviDens skincare box
Flair leadership
Flamed
GoGourmet
Grappa’s coupon
Guava Pass
Ivy / Gaia
Marriott
Mischa
Molo
Nood
Novel Jewelry
Partytime
Pizza Express
Plukka
S Nine
Sakshi Photography
Temple House
The Powder Room
W-Hotel Taipei

**PLEDGE DONORS**
Abigail Jones
Aishah Fauzi
Akiko Takahashi
Amy Benger Amy Liu
Andrew Terrill
Angelina Kwan
Anita Lam
Anna-Marie Slot
Annie Pak
Anson Chan
Beadie Liu
Beverly Koo Schmidt
Brian Henderson
Candice Cheng
Candy Wong
Chariya Poopisit
Charlie Wagstaff
Charlotte Hui
Claire Coleman
Diana David
Dianne Challenor
Divya Tourani
Edith Shih
Elizabeth Davies
Erica Ma
Andrew Kwan
Estella Huang Lung
Ester Li
Fiona Emmerson
Florence Chu
Hilary Szymujko
Horace Chow
Ingrid Child
Irene Chu
Irene Leung
Jennifer Tan
Jenny Chang
Jenny Luong
Jing Zhang
Jo Chim
Jocelyn Williams
Joelle Goudsmit
John CY Law
Joyce Chan
Judith Crosbie-Chen
Judy Xu
Karim Azar
Kathryn Harkin
Keith Pogson
Kevin Finn
Kristen Tiner
Kristina Anspach
Kym Fortescue
Lily Ming Li
Lindy Yang
Luisa Alves
Maaike Steinebach
Manoj Ranavaya
Michelle Paisley
Mimi Yeung
Nancy Hong
Naomi Denning
Niamh Given
Patricia Tay
Paula Hardgrave
Peter Sargant
Raymond Tam
Shui Ying Yuen
Simone Wheeler
Sophia Kao
Su Yin Anand
Suki Tiwana
Teresa Tso
Theresa Teo
Winnie Kwan
Yuanhua Du
Zoe Woo
Zhong Fang

INTERNS AND VOLUNTEERS
Adrienne Yu
Anson Chan
Alan Li
Alice Li
Arielle Stambler
Audrey Eu
Audris Chiu
Caitlin Brand
Cecilia Chen
Charlie Wong
Ching Ho
Chun Sing Tong
Danny Tang
Edith Chen
Eric Lik-Sang Ma
Gigi Lai
Gladys Choy
Judi Leung
Kate Scot Kelly
Ka Kit Lau
Kanika Bali
Kin Shing Tang
Koon Suen Chiu
Lai Man Leung
Lee Yan Lok
Levina Poon
Melissa Yap
Nga Wun Chan
Po Ki Yiu
Sally Hasler
Sarah Aiston
Sau Yu Wong
Sue Kim
Suet Fei Ma
Sze Man Tang
Wai Yiu Wong
Wan Yi Chan
Wilson Wong
Wing Hung
Wing In Hung
Yee Man Ng

DOCUMENTARY PARTNER
Women Helping Women

PLEDGE DONATION
CORPORATE
Chanel Hong Kong Ltd
DFS Group
Heels & Deals
Honda
Hogan Lovells

INDIVIDUALS
Aishah Fauzi
Akiko Mikumo
Alice Yuen
Amanda Cameron
Amy Benger
Andrew Terrell
Angelina Kwan
Anisha Abraham
Anita Davis
Anita Lam
Anna-Marie Slot
Anne Copeland
Anne O’ Riordan
Anne-Marie Balfie
Anson Chan
Arun Vaswani
Atiya Habib
Beadie Liu
Bin Wolfe
C. Lister
C. Wong
C. Yang
Candice Cheng
Celeste Campbell-Pitt
Chariya Poopisit
Charlie Wagstaff
Christine Brendle
Christine Raynaud
Claire Coleman
Clare Williams
Dagmar Baeuerle
Daisy Jiang
Danny Wong
Darby Doll
Desiree Au
Diana David
Diane Mensah
Dianne Challenger
Donna Leong
Donna Wong
Du Yuanhua
Edith Chen
Edith Shih
Eileen Glynn
Elena Krotman
Elizabeth Davies
Emma Sherrard Matthew
Erica & Andrew Ma
Estella Huang Lung
Estrid Wai
Eva Chau
Fang Zhong
Fiona Emmerson
Fiona Foxon
Fiona Nott
Greg Donoahue
Harry S. Bangs
Helena Hwang
Helene Liu
Horace Chose
Irene Chu

SHE OBJECTS
<table>
<thead>
<tr>
<th>Name</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jack Sam Yee</td>
<td>Shahneela Faruqui</td>
</tr>
<tr>
<td>J Reid</td>
<td>Shirley Hiranand</td>
</tr>
<tr>
<td>James Rickward</td>
<td>Sian Dalrymple</td>
</tr>
<tr>
<td>James Stuart Edward</td>
<td>Siko Tiwana</td>
</tr>
<tr>
<td>Janana Suleymanli</td>
<td>Sophia Kao</td>
</tr>
<tr>
<td>Jennifer Ho</td>
<td>Stuart Gulliver</td>
</tr>
<tr>
<td>Jennifer Vandal</td>
<td>Susan Ho</td>
</tr>
<tr>
<td>Jenny Chang</td>
<td>Susan Hutchison</td>
</tr>
<tr>
<td>Jill Pergande</td>
<td>Susan Yuen</td>
</tr>
<tr>
<td>Jo Black</td>
<td>T.Yew</td>
</tr>
<tr>
<td>Jo Chin</td>
<td>Teresa Tso</td>
</tr>
<tr>
<td>Jodie Coutts</td>
<td>Theima Kwan</td>
</tr>
<tr>
<td>Joelle Jamet</td>
<td>Theresa Two</td>
</tr>
<tr>
<td>John C Y Law</td>
<td>Tim Payne</td>
</tr>
<tr>
<td>Jonathan Gove</td>
<td>Tin Hsien Tan</td>
</tr>
<tr>
<td>Judith Crosbie-Chen</td>
<td>Ting Li</td>
</tr>
<tr>
<td>K. de Tilly</td>
<td>Victoria De Alwis</td>
</tr>
<tr>
<td>Kalina King</td>
<td>Vivien Chou</td>
</tr>
<tr>
<td>Karen Eng</td>
<td>Winnie Leung</td>
</tr>
<tr>
<td>Karen Seymour</td>
<td>Winnie Wei</td>
</tr>
<tr>
<td>Karim Azar</td>
<td>Xen Gladstone</td>
</tr>
<tr>
<td>Katarina Franklin</td>
<td>Yana Peel</td>
</tr>
<tr>
<td>Kate Madgwick</td>
<td>Yuen Shui Ying</td>
</tr>
<tr>
<td>Kathy Chiron</td>
<td>Yu-San Kan</td>
</tr>
<tr>
<td>Keith Pogson</td>
<td>Zita Ong</td>
</tr>
<tr>
<td>Kristen Tiner</td>
<td>Zoe Henham</td>
</tr>
<tr>
<td>Kym Fortescue</td>
<td></td>
</tr>
<tr>
<td>Lale Kesebi</td>
<td></td>
</tr>
<tr>
<td>Lee Cook</td>
<td></td>
</tr>
<tr>
<td>Lelia Konya</td>
<td></td>
</tr>
<tr>
<td>Lemuel Lee</td>
<td></td>
</tr>
<tr>
<td>Leyla Bouzouba</td>
<td></td>
</tr>
<tr>
<td>Lilian Leung</td>
<td></td>
</tr>
<tr>
<td>Lily Yang</td>
<td></td>
</tr>
<tr>
<td>Lindy Lek</td>
<td></td>
</tr>
<tr>
<td>Loretta Tsui</td>
<td></td>
</tr>
<tr>
<td>Maaike Steinebach</td>
<td></td>
</tr>
<tr>
<td>MacDonald</td>
<td></td>
</tr>
<tr>
<td>Mali Dialdas Saikamala</td>
<td></td>
</tr>
<tr>
<td>Margaret E.M. Chang</td>
<td></td>
</tr>
<tr>
<td>Marianne Johnson</td>
<td></td>
</tr>
<tr>
<td>Marie Claire Slama</td>
<td></td>
</tr>
<tr>
<td>Megan Haas</td>
<td></td>
</tr>
<tr>
<td>Melissa Otto</td>
<td></td>
</tr>
<tr>
<td>Michelle Paisley</td>
<td></td>
</tr>
<tr>
<td>Michelle Yan</td>
<td></td>
</tr>
<tr>
<td>Mike Yao &amp; Deborah Hom</td>
<td></td>
</tr>
<tr>
<td>Mimi Yeung</td>
<td></td>
</tr>
<tr>
<td>Nancy Hong</td>
<td></td>
</tr>
<tr>
<td>Naomi Denning</td>
<td></td>
</tr>
<tr>
<td>Natalie Brink</td>
<td></td>
</tr>
<tr>
<td>Nikki Mien Hua Ng</td>
<td></td>
</tr>
<tr>
<td>Own Chin</td>
<td></td>
</tr>
<tr>
<td>Patricia Tay</td>
<td></td>
</tr>
<tr>
<td>Pauline Wong</td>
<td></td>
</tr>
<tr>
<td>Peter Sargent</td>
<td></td>
</tr>
<tr>
<td>Pui See Tso</td>
<td></td>
</tr>
<tr>
<td>Purviz R. Shroff</td>
<td></td>
</tr>
<tr>
<td>Rachel Cartland</td>
<td></td>
</tr>
<tr>
<td>Randall Wilbert</td>
<td></td>
</tr>
<tr>
<td>Raymond Tam</td>
<td></td>
</tr>
<tr>
<td>Rebecca Merrett</td>
<td></td>
</tr>
<tr>
<td>Rebecca Yau</td>
<td></td>
</tr>
<tr>
<td>Rina Wadhwani</td>
<td></td>
</tr>
<tr>
<td>Rita Ho</td>
<td></td>
</tr>
<tr>
<td>Robin Hu</td>
<td></td>
</tr>
<tr>
<td>Rubin Walker</td>
<td></td>
</tr>
<tr>
<td>Sammy Smallbone</td>
<td></td>
</tr>
<tr>
<td>Sanjeev Chatrath</td>
<td></td>
</tr>
<tr>
<td>Sara Yang Bosco</td>
<td></td>
</tr>
<tr>
<td>Sarah Legg</td>
<td></td>
</tr>
<tr>
<td>Sarah Rees-Williams</td>
<td></td>
</tr>
<tr>
<td>Savah Bhessi</td>
<td></td>
</tr>
</tbody>
</table>