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International Day for the Elimination of Racial Discrimination



Dear TWF Friends,

Although the announcement of the phased approach to the relaxation of COVID-19 restrictions came as a relief to many, we know there is still a long road ahead to recovery. We hope you all are still prioritising your own mental well-being and engaging in daily activities that bring you calm.

On Monday, we commemorated the International Day for the Elimination of Racial Discrimination. COVID-19 has underscored just how deeply entrenched racial bias and discrimination is in Hong Kong. During the height of the fifth wave, there were many instances of ethnic minorities being wrongfully blamed for bringing COVID-19 to Hong Kong and shunned in public spaces. There were delays in translating pandemic-related policies and measures beyond Chinese and English causing confusion and heightening risk among minority communities that rely on information in other languages. Women and girls faced particular challenges from increases in forced marriages due to economic hardship brought on by the pandemic to increased abuse cases and illegal termination of employment for Migrant Domestic Workers.

[Read More](#)

INTERNATIONAL WOMEN'S DAY UPDATES

Interview with TWFHK: What Gender Inequality Looks Like In Hong Kong's Workforce

By DANIELLE LAM — 2022-03-10 — Updated: 2022-03-14 — No Comments — 6 Mins Read



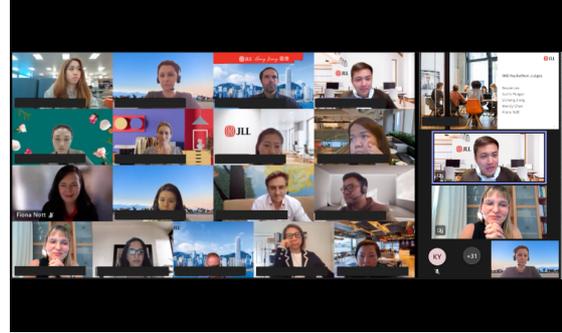
TWF CEO Participates as Judge in JLL Hackathon

HK Hub Interviews TWF CEO

HK Hub spoke with TWF CEO Fiona Nott to explore gender biases that affect women in the workplace and what a gender equal society looks like.

Read the article [here](#).

On March 10, TWF CEO Fiona Nott participated as a judge in JLL's first Greater China Virtual Hackathon, organised by their DE&I Committee for IWD. Six groups from across the business presented their ideas on #Breakthebias, which were judged on innovation, practicality, impact and business value. Ideas ranged from gamifying break the bias to reimagining 'family day' to be more inclusive.



PROGRAMME UPDATES

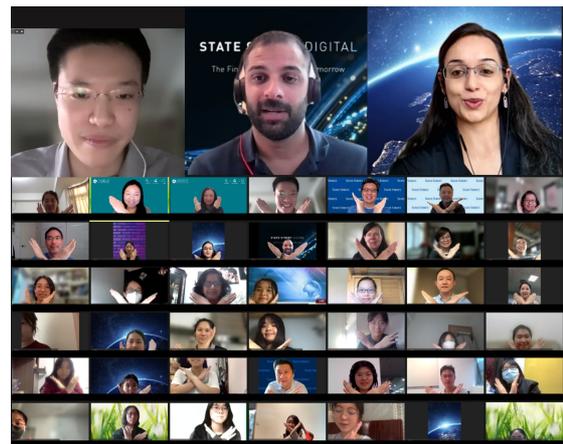


#RapidTest Initiative Update

Our #RapidTest Initiative is in full swing! We are humbled by the generosity of the many organisations and individuals who are enabling us to provide underprivileged women and their families with needed rapid antigen tests at this difficult time. We have already distributed 16,000 test kits to our T.E.E.N. Programme Alumni, partner NGOs and Girls Go Tech Programme school partners, and are in preparation to distribute many more. Through supporting each other, particularly helping our most vulnerable, we will all emerge from this latest pandemic wave stronger and more connected- stay tuned for more updates.

Girls Go Tech: Cyber ABC Workshop

On March 11, GGT Programme participants took part in a workshop co-organised by State Street on Artificial Intelligence (AI), Blockchain & Cryptocurrency and Cybersecurity. Speakers from State Street's Asia Pacific offices shared with participants on AI misconceptions and the uses of AI technology in a bank, the history and mechanism of blockchain and cryptocurrency, and how to better protect individuals from cyberattacks. The workshop was followed by a mingling session, in which State Street professionals from Hangzhou, Hong Kong and Singapore shared their job experience and advice with 23 student participants. Huge thanks to the guest speakers and volunteers for their sharing and encouragement with our GGT participants!



Parent Workshop: Caring for Carers

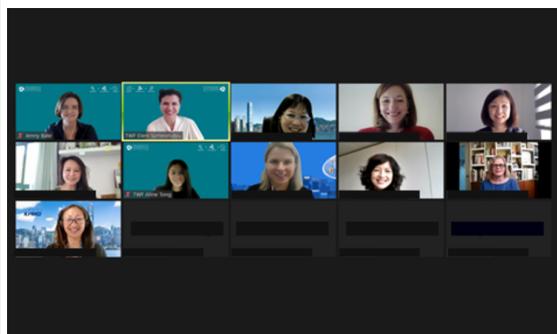
On March 18, TWF held a workshop on mental wellbeing for women from underprivileged families during COVID-19. We invited Christine Mak, a clinical psychologist, to explain the importance of mental health and to illustrate positive parenting skills. All participants think the workshop helped them understand the importance of self-care, and learned how to manage stress and pressure during the pandemic. Big thanks to Christine!

Leading Change: In Conversation with Jayne Leung, VP, Head of Greater China, Meta

Yesterday, we hosted our first event in the Leading Change Fireside Chat Series with Jayne Leung | Meta.

Interviewed by Fiona Nott | TWF, Jayne shared her vision on the future of social technology, the role of social platforms during the pandemic and how to build her resilience in challenging times. Thank you Jayne for the great sharing!

Watch the recording [here](#) if you missed it!



Boardroom Series: Peer Circles

On March 10, TWF's Boardroom Series participants joined a Peer Circle with Eva Chan, Board Director and INED on a number of boards and Ginny Wilmerding | Finsbury Glover Hering and INED herself, in conversation on influencing, both for joining boards and once on them. Participants had the chance to discuss these issues with the speakers in smaller break out rooms as well. Many thanks to Eva and Ginny for an engaging conversation!

Boardroom Series: Board Governance for the Future Workshop

On March 3, TWF Boardroom Series 2021-22 held the first of its Boardroom Governance for the Future workshops. We were delighted to welcome legal experts Herbert Smith Freehills (HSF) who delivered an enlightening session on The Legal Side of Being a Director. HSF shared the duties and risks associated with being a director as well as key changes to the HKEX Corporate Governance Code and Related Listing Rules on board diversity, board independence and culture expectations. Thank you very much HSF!



IN THE SPOTLIGHT

GGT Hackathon 2021 Coding Competition Recognised at IFEA 2021

We are delighted to announce our Girls Go Tech Hackathon 2021 Coding Competition was recognised at the Investor and Financial Education Award (IFEA) 2021 under the Public/Professional Body and NGO category by the Investor and Financial Education Council.



投資者及理財教育獎
Investor and Financial
Education Award 2021

See the full list of awardees [here](#).

GOVERNMENT SUBMISSION

Issues Concerning Families with Young Children and Newborns During COVID-19

Keeping in mind the Government's roadmap for the relaxation on overall COVID-19 restrictions, we submitted a letter on Tuesday urging the Government to prioritise a review of certain restrictions adversely impacting mothers-to-be and families with young children, namely:

1. Separation of children from their parents / guardians if the child tests positive for COVID-19 and the parent / guardian tests negative
2. The Hospital Authority's reinstated ban on allowing women to have a companion of choice in delivery

rooms

3. Lack of communication around protocol for mothers giving birth should she and / or her newborn contract COVID while in the hospital

Regardless of their COVID status, newborns should have access to their mother to ensure their long term health and well-being. All women – regardless of income level – should have the right to a safe, supported and positive birth experience by having a birth companion present. And all children should have the mental security that comes with having a parent / guardian present when having to go into isolation due to COVID-19.

[Read our full letter](#)

MENTAL WELL-BEING

As the COVID-19 situation continues to evolve, TWF will be providing resources to support your mental and physical well-being. Be sure to check back each week for new tools and activities.

- [COVID Fatigue: How to Cope with Pandemic Burnout](#) (Healthline)
- [How to turn everyday stress into 'optimal stress'](#) (McKinsey)
- [Managing routines for children during the Coronavirus \(COVID-19\) pandemic](#) (Emerging Minds)

ON OUR RADAR

The Good

- [Hard work, thoughtfulness and increased opportunities are reasons China has more women CEOs than most major economies](#) (SCMP)

The Challenging

- [How Putin's toxic masculinity has driven his violent policies against Russians and, now, Ukrainians](#) (SCMP)

The Unexpected

- [How the Post-COVID Workplace Can Better Serve Women](#) (Greater Good)

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