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Introducing The Women to Watch Platform

Women to Watch Platform



Dear TWF Friends,

Boards are facing new challenges and opportunities: rapidly evolving technologies, human capital shifts, and sustainability issues. Companies need directors who provide fresh perspectives and innovative thinking – and diversity is key. Research has evidenced diverse boards are effective boards – they support stronger governance and strengthen an economy's position as an international financial hub.

Hong Kong is not, on the whole, taking advantage of the benefits of board diversity – including gender diversity. Hong Kong is currently at 19% female director representation on Hang Seng listed boards, lagging behind regional and international financial centres by a wide margin. In Singapore, 23.7% of directors for the top 100 primary-listed companies are women, while Malaysia has reached 30.9% female representation on the boards of its top 100 publicly listed companies. Japan has 18% female representation on boards on its TOPIX 100 firms – up from 6% just five years ago and with targets of 30% by 2030 is poised to soon surpass Hong Kong. In the United States, 33% of directors for S&P 500 constituents are women. In Australia, this is 39.3% for ASX 100 constituents, and 42.6% of board directors for FTSE100 companies in the UK are women.

Just over six months are left to meet a requirement from Hong Kong Exchanges and Clearing (HKEX) to end all-male boards and up to 425 female directors may be required to bring listed companies into compliance by 2025.

[Here are some recommendations to keep in mind for companies looking to diversify their boards, including in terms of gender:](#)

- 1. Be clear about what skillsets you need and then look beyond the traditional candidate pool** – consider first time directors and diverse candidates with non-traditional backgrounds.
Check out the [WTW Platform](#) to gain greater visibility into this talent pool.
- 2. Promote a board culture that welcomes and seeks out diverse views and experiences.**
- 3. Contribute to diversifying the landscape** – allow and encourage your own senior executives to take on external board roles if they are not already.

[Read More](#)

UPCOMING EVENT

20th Anniversary Gala Dinner 2024

We are excited to be hosting our 20th Anniversary Gala Dinner sponsored by Title Sponsor, **Bloomberg**, on **November 14**, at the Regent Hong Kong. We hope you can mark this special occasion in your calendar. More details to follow!

For information on sponsorship opportunities, please contact Phoebe.Ho@twfhk.org or Development@twfhk.org.



PROGRAMME UPDATES



Girls Go Tech: Impact through Stakeholder Collaboration and Student Leadership

Over the last month, Girls Go Tech Programme has been actively collaborating with multiple stakeholders to refine its strategies for broader impact. This effort includes meetings with the Steering Committee, Participants' Advisory Group, and Teachers' Advisory Group. With the goal of gathering insights and recommendations, these interactions engaged sponsors, professionals, GGT students, and teachers. Notably, 10 GGT participants proactively nominated themselves for the advisory group. This self-nomination reflects the Programme's commitment to not only empowering girls in STEM, but also nurturing their leadership skills and promoting their voices.

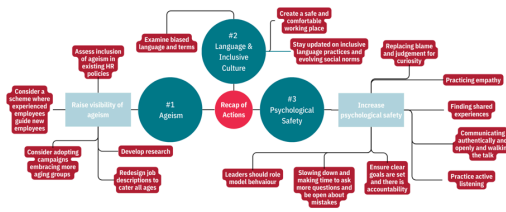
Male Allies: Workshop at Cathay Pacific

TWF was thrilled to work with Cathay Pacific and their Gender Equity Network this week to drive their internal conversation on gender equality forward. Focusing on attitudes that can form barriers to advancing gender parity, TWF Senior Manager Natasha Ryan took the group through how to detect and address a zero-sum mentality on gender equality in the workplace, and how to argue that gender equality is a win-win.



For more on this topic, see The Women's Foundation survey of attitudes towards gender equality in Hong Kong [here](#).

Ageism, Language and Inclusive Culture, Psychological Safety
Recap of actions



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Gender Equality & Inclusion Working Group: Incentivising Management to Embrace Inclusive Culture

Yesterday we had an engaging virtual session on incentivising management to embrace inclusive culture. This is the final event for the third cycle of our Gender Equality & Inclusion Working Group, which brings together business leads, HR and DEI heads from our Advocate-level corporate partners to share learnings and exchange best practices. Participants discussed successes and challenges around keeping management accountable for DEI goals, how to effectively link financial incentives to the organisation's values, DEI and people metrics as well as other initiatives and measures that complement these efforts. Thanks to all of our participants for making this a productive last session.

2023-24 Boardroom Series: 30% Club Boardroom Annual Event

Last week, we wrapped up the 2023-24 Boardroom Series with our 30% Club Boardroom Annual Event. We were delighted to hear from our panellists Andrew Weir | KPMG, Aveline San | Citi, Gordon Watson | AXA Asia and Jeanne Lim | BeingAI as well as our moderator Kirti Lad | Meraki Executive Search & Consulting on the new challenges and opportunities boards are facing today, from rapidly evolving technologies to sustainability issues.



Let's aim for at least 30% female representation on Hong Kong boards by 2027, and ultimately, gender parity. A big thank you to our Boardroom Series Contributing Sponsors CVC, KPMG, Standard Chartered, White & Case, event Panel Sponsor Citi and Hosting Partners as well as Supporting Organisations at Asia Society Hong Kong Jockey Club Hall.

Mentoring Programme 2024-2025 - Apply now!

TWF is launching the 16th year of the highly acclaimed best-in-class Mentoring Programme for Women Leaders. This year, we are looking for 60 high-potential aspiring female leaders (protégés) and 60 senior executive women (mentors) to join this cross-sector, year-long programme. The programme aims to provide participants with tools to advance their skills and knowledge in DE&I and foster holistic growth and leadership development. Ultimately, the Mentoring Programme seeks to develop inclusive

leaders and build an ecosystem of gender advocates to affect change at both an institutional and personal level. [Learn more](#) about the Mentoring Programme for Women Leaders and the application process.

IN THE SPOTLIGHT

TWF CEO Featured on Friday Beyond Spotlights

TWF CEO Fiona Nott spoke with Patrick Tsang, Vice Chairman and Executive Director of i-CABLE Communications Limited, for episode 12 of season 3 of Friday Beyond Spotlights on HOY International Business Channel (Channel 76). She shared her personal journey in advocating for gender equality in Hong Kong and highlighted our collective role in creating an inclusive and equitable city.



[Watch the episode here!](#)

Women to Watch 平台成立 為資深女性領袖連繫加入董事會機會



Women to Watch Platform Launch

Last week, TWF and 30% Club Hong Kong launched the Women to Watch (WTW) Platform that connects senior women leaders with board opportunities. It was featured by various media outlets and websites including [Tatler Hong Kong](#), [Yahoo Finance](#), [HKET](#), [AA Stocks](#), and [Quamnet](#).

SUPPORT TWF



Support Scott Nagao and Winnie Khattar in their Ultramarathon Fundraising Campaign

Our TWF friends, Scott Nagao and Winnie Khattar, are about to embark on an ultramarathon that is the equivalent of six marathons in six days to raise funds for TWF. Starting on June 22, they will participate in the Gobi Desert Marathon, covering a distance of 250 kms/155 miles across the vast Mongolian steppes, sand dunes, and grand rock valleys. After meeting within the TWF community, they are now advancing their commitment to a gender-equal future. By pushing their boundaries and fundraising, they aim to positively impact the lives of women and girls in Hong Kong.

Join us in real-time as their inspiring journey unfolds.

[Support their fundraising campaign here](#)

IN THE COMMUNITY

Ten Outstanding Young Persons Selection 2024

TWF is pleased to be the supporting organisation of the "Ten Outstanding Young Persons Selection 2024" organised by JCI Hong Kong. The theme for this year is 「傑出·從未停步」 "Keep Striving", emphasising that the pursuit of excellence by Hong Kong people for a better future has never ceased with the passage of time. The spirit of the Outstanding Young Person continues to thrive through inspiring stories and impactful encounters. The nomination for the "Ten Outstanding Young Persons Selection 2024" is now officially open until July 12.



[Nominate now!](#)

2024/25 Cohort

Moms4Moms Fellowship Program 2024

2024 年媽媽創業者培訓計劃

OPEN TO MOTHERS 歡迎任何媽媽
LESSONS COMMENCE FROM SEPTEMBER 2024
課程由2024年9月開始
APPLICATION DEADLINE: JULY 24, 2024
申請截止日期: 2024年7月24日

One of its kind fellowship program for mothers
專為母親度身訂造的創業課程:

- Market research 市場調查
- Financial management 財務管理
- Product design and testing 產品計劃及測試
- Corporate structure 企業架構
- Digital marketing and social media 數碼營銷及社交媒體
- Product management 產品管理
- Photography and display 攝影與展示
- Selling and pitching 銷售及推介
- Motherhood & change 母親及轉變
- Health & well-being 健康與福祉
- Relationship 關係
- Mums at work 家庭及事業兩者兼備
- Sustainability 可持續發展
- Life long learning 終身學習
- Negotiation 談判
- Partnership 合作關係
- Personal branding 個人品牌

Application form & more details 詳情及申請表格: [www.bkmomtrepreneurs.com](#)

Supporting organizations 支持機構: DREAM IMPACT 夢想影響力, Time Auction, WOMEN'S ENTREPRENEURSHIP, 香港婦女創業總會

Supporting Media 支持媒體: 媒體合作

Information Session 簡介會: [www.bkmomtrepreneurs.com](#)

Contact Details 聯絡資訊: info@bkmomtrepreneurs.com, www.bkmomtrepreneurs.com, www.bkmomtrepreneurs.com/moms4moms, tel: 5248-4881

Moms4Moms Fellowship Programme

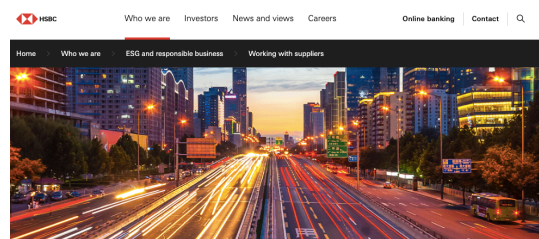
TWF is delighted to support the Hong Kong Mompreneurs' Moms4Moms Fellowship Programme. In its 2024/25 cohort, the fellowship programme is themed "Pivot Our Way to Success". Its objective is to bring together a support network to up-skill mothers and returnees to retain in and re-enter to workforce and contribute to society. The 9-month-long programme will run from September to May. Applications are open now, register for their information session on **June 27** for further details!

[Register here](#)

Opportunity for Women and Minority Owned Businesses: Join HSBC's Hong Kong Supplier Diversity Portal

TWF is pleased to support HSBC's Supplier Diversity Portal in Hong Kong, which provides a platform for small-to-medium size enterprises (SMEs) and businesses which are majority-owned, operated and controlled by historically underrepresented groups to showcase their unique offerings and perspectives. This is a great opportunity to gain exposure to HSBC's Procurement team so they can learn more about your business. For more information and to register, visit their website below.

[Visit the portal here](#)



Working with suppliers

OPENINGS AT TWF

TWF has several full time opportunities for individuals to join its dynamic team to support a broad body of work contributing to closing the gender gap in Hong Kong.

Deputy CEO - Apply by June 30. [Find out more.](#)

Assistant Manager / Manager (Pipeline Initiatives) - Apply by June 24. [Find out more.](#)

Officer (Pipeline Initiatives) - Apply by June 24. [Find out more.](#)

ON OUR RADAR

The Good

- Hong Kong notches up small win in gender equity as number of all-male boards shrink by 50% (SCMP)

The Challenging

- Global Gender Gap: Japan shows improvement but progress needed in politics and business (NHK WORLD JAPAN News)

The Unexpected

- Shaping a safer future: How to engage and educate men and boys to end gender-based violence (Tatler)
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