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Dear TWF friends

The TWF office is abuzz with activity preparing for our Annual Gala Dinner this Wednesday! Amidst our excitement, we wanted to briefly reflect on our theme for this year "Reflections on the last 20 - and next 20 - years: what progress for women's advancement".

Hong Kong has certainly made some milestones in women's rights over the past two decades with women now exceeding men as graduates from tertiary institutions and our first ever elected woman to Hong Kong's highest political office. Despite some gains, we still have a long way to go before women and men have equal opportunities, and one of the ways that we're seeing gender inequality manifest itself is with advances in technology.

At TWF, we are very concerned about increasing the number of girls studying for, and moving into, STEM careers, given this is where the brightest job prospects will be found in the future. We also know that unless there is further intervention most women will not have the necessary skills to take up these STEM-related opportunities and will have fewer career opportunities available to them in general given advances in artificial intelligence that will replace many existing jobs with machines. According to The World Economic Forum, given women's low participation in STEM professions, women stand to gain only one new STEM job for every 20 lost across other job sectors (vs one new job for every 4 lost elsewhere for men).

In Hong Kong, engrained stereotypes, lack of knowledge and access to opportunities are key barriers to girls pursuing STEM related subjects and careers. This is amplified among girls from underprivileged areas. This is why we launched our Girls Go Tech Programme – to encourage junior secondary school girls from under-privileged backgrounds to pursue STEM subjects. Girls Go Tech uses a comprehensive approach covering three areas: basic coding and computer skills, cognitive skills such as problem solving skills and analytical skills, and increasing confidence around STEM. In three short years, we have grown from serving 3 schools to 13 schools per year and will be training over 500 girls this year with high demand skills and exposing them to invaluable experiences.

Beyond the fanfare, this is what our Gala is about: raising money for our community programmes so that the women and girls who need it most are equipped and empowered to create a better future for themselves and, in turn, who will contribute towards building a brighter future for Hong Kong.

If you haven't already, take a look at our [Silent Auction](#) and [Luxury Draw](#) prizes. If you are not attending you still have a chance to support us (and hopefully win!) by placing bids online or purchasing Luxury Draw tickets by emailing Eva.Ling@twfhk.org.

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

Warm regards

Fiona Nott
CEO, The Women's Foundation

UPCOMING EVENTS



November 22 Gala – Silent Auction Now Live!

Our Gala is tomorrow (!)—and our [silent auction](#) is already live and available for your bids. All proceeds go to TWF's programmes, so please bid generously!



How Diversity Improves the Bottom Line

TWF is delighted to present the latest findings from McKinsey's 2017 Diversity Matters II report, in collaboration with The British Chamber of Commerce and McKinsey & Company. Guangyu Li, Senior Partner at McKinsey & Company, will share findings from McKinsey's latest research (the soon to be



published report: Diversity Matters II). He will address the business implications of diversity in the workplace and delve deeper into the gender-specific insights the research has uncovered. The presentation will be followed by a moderated panel discussion with industry experts and will include an informal opportunity to connect with the presenter and panellists over coffee.

Date: Wednesday, December 6
Time: 7.45 am registration | 8.00 am - 9.30 am event
Venue: Baker McKenzie, 14/ F, Hutchison House, 10 Harcourt Road
 Register [here](#)

FIRESIDE CHAT WITH DAME CAROL BLACK, PRINCIPAL OF NEWNHAM COLLEGE

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



Inauguration of the 7th TEEN Alumni Committee

Last Sunday, the 7th TEEN Alumni Committee held their inaugural meeting following a series of team building training. The Committee comprises nine members who all participated in different years of our T.E.E.N. Programme. A warm welcome to our energetic Committee who will organise activities for the 2017- 2018 cycle of the TEEN Alumni.



#SheMeansBusiness Hong Kong

Last Tuesday, we were delighted to collaborate with Facebook on their #SheMeansBusiness initiative on an engaging networking event that featured three talented entrepreneur founders in the HK community - Peggy Chan of Grassroots Pantry, Jennifer Margolin of BYDEAU and Michelle Lai of MISCHA. The speakers inspired the female entrepreneurs in the room on simple strategies they can use to brand and scale up their businesses. Thanks to George Chen, Head of Public Policy, Hong Kong & Taiwan, for giving his opening keynote on behalf of Facebook.



#SheMeansBusiness Facebook Workshop

Last Wednesday, TWF was delighted to support Facebook's #SheMeansBusiness training workshop. Trainers guided women entrepreneurs on useful apps and gave personalised advice on how to streamline, professionalise and most effectively use their Facebook business page.



Mentoring Programme 2017-2018 Speed-Networking Icebreaker



Last Wednesday, our MP1718 cohort took part in our third Icebreaker session: Speed Dating. During this popular ice-breaker, our mentors and proteges took part in one to one three-minute conversations using a "speed dating" format to help identify their perfect match. Thank you to our Steering Committee for their assistance and to Morgan Stanley for hosting.



Mentoring Programme Wine Tasting & Networking

Last Friday, our MP1718 cohort enjoyed a wine tasting and networking evening courtesy of Wine Brothers. Mentors and proteges took part in an evening of light education on Australian wines while taking the opportunity to make further connections. Thank you to Wine Brothers for presenting and to CBRE for hosting.

TWF IN THE COMMUNITY



HKU Force for Good Initiative

TWF is pleased to support the HKU Force for Good Initiative, in support of the HeForShe Initiative, organised by both BRIDGE and HKU. This three-day programme explores how Hong Kong's community can play a powerful role in creating a sexual harassment-free working environment. The initiative is dedicated to exploring how different sectors can work together on this issue to create strategic solutions. If you would like to nominate a senior leader at your organisation to attend this free programme, please email Clare Furness at Clare.Furness@bridge-partnership.com.

WHAT WE'RE READING

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

- [Canada Moves Closer to Gender Equity for Indigenous Women](#) (NY Times)
- [What A Leader Really Looks Like](#) (Forbes)
- [Christine Lagarde: succeeding in a man's world](#) (World Finance)
- [China, a model for gender equality? The reality would say otherwise](#) (SCMP)
- [EU to push for 40% quota for women on company boards](#) (The Guardian)

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

- [Training men and boys to honor women in the age of #MeToo](#) (CNN)
- [DC Comics Fires Editor After Sexual Harassment Reports](#) (NY Times)
- [After Weinstein: A List of Men Accused of Sexual Misconduct and the Fallout for Each](#) (NY Times)
- ["Should AI Franken Resign?" Is the Wrong Question](#) (The New Yorker)
- [Hollywood's transformation: Meet the woman bidding for the Weinstein Company](#) (Women's Agenda)
- [Training Programs and Reporting Systems Won't End Sexual Harassment. Promoting More Women Will](#) (HBR)
- [How a Handful of Billionaires Kept Their Friend Harvey Weinstein in Power](#) (Fortune)

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