

Dear TWF friends

2017 has been a momentous year for gender diversity globally and also in Hong Kong.

As the year comes to a close, we wanted to reflect on some of the global milestone moments:

We started the year with a spirit of skepticism. Globally, many pundits predicted we would see little progress on gender equality—from The Guardian's [Why 2017 won't be the year women get paid the same as men](#) to Edelman's Trust Barometer [report](#) which showed that Hong Kong had reached an all-time low in lack of trust in government, media and businesses.

As the year moved on, there have been bright spots for women and girls. The Women's March – a protest that originated in response to remarks and policies by U.S. President Donald Trump, grew to be a several million person-strong platform for global solidarity around women's rights. In Hong Kong, we elected our first female Chief Executive, a move that we hope will spur more women to run for public office and to run companies in Hong Kong. Later in the year, Hong Kong Exchanges and Clearing Limited released a Consultation Paper on the Review of the Corporate Governance Code including Board Diversity that we hope will lead to real increases in the number of women on Boards in Hong Kong.

We have seen increased momentum in the involvement of men in the dialogues, planning and action to advance women. MenCare, a global fatherhood campaign, released their powerful new film "Join the Movement" to show how involved fatherhood can improve the lives of children, women and men. Closer to home, the men of our groundbreaking TWF Male Allies Initiative are playing a leading role in the creation of more gender equal work environments.

But the most momentous change started with women decrying instances of sexual harassment and assault in the high profile Harvey Weinstein case leading to the global #MeToo movement. We have seen an unprecedented number of women and men—including in Hong Kong—speaking out for change. And it's not over yet. We are seeing a global revolution in attitudes and discussion around sexual harassment that we must harness to drive systemic and sustainable change.

This revolution is so powerful that the Silence Breakers were named as [Time's Person of the Year](#): *"These silence breakers have started a revolution of refusal, gathering strength by the day, and in the past two months alone, their collective anger has spurred immediate and shocking results: nearly every day, CEOs have been fired, moguls toppled, icons disgraced."*

At TWF we are proud of our achievements in 2017. Our TEEN Programme for underprivileged teens, Employability Programme for marginalised women, and Girls Go Tech Programme for girls in some of Hong Kong's most under-resourced districts have encouraged women and girls in 2017 to challenge gender stereotypes, broaden their horizons and aspire to greater economic self-reliance. We have worked to engage with men to champion gender equality through TWF Male Allies, 30% Club Hong Kong and other events and initiatives. 2017 saw the launch of our Girls & STEM research, our Best Practice Guide on Success Markers for Effective Unconscious Gender Bias Strategies, and our #Myrealcareerline campaign to invite organisations and individuals to make a stand against casual sexism, objectification and inequality.

In 2018, we will continue in our mission to advance women and girls in Hong Kong through new research, new ideas and new initiatives—stay tuned! And we look forward to working with you all as our TWF community to build a more inclusive, more equitable Hong Kong as part of this historic global movement for change.

As always, drop me a line with your feedback or ideas at Fiona.Nott@twfhk.org.

Have a fantastic week.

Warm regards

Fiona Nott
CEO, The Women's Foundation

UPCOMING EVENTS

FIRESIDE CHAT WITH
DAME CAROL BLACK,
PRINCIPAL OF NEWNHAM
COLLEGE, UNIVERSITY OF
CAMBRIDGE

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



T.E.E.N. Positive Parenting Workshop

Last Friday, along with our partnering clinical psychologist, we held the 3rd round of T.E.E.N. positive parenting workshops at Kwai Chung Methodist College, one of the T.E.E.N. Programme's participating schools. The attending parents learned how to apply positive communication and active listening skills with their children through interactive activities in the workshop.



Girls Go Tech Workshops

Last Saturday, Tack Ching Girls' Secondary School, a GGT participating school, completed their 3-day coding workshop. We were thrilled to see the range of creative and fashionable wearable items, including party dresses, sportswear, caps and backpacks, all of which were made by the participants with JavaScript and Micro:bit. Thank you very much to all our passionate participants and corporate volunteers from MTR for facilitating the workshops.



How Diversity Improves the Bottom Line: Latest Findings from McKinsey's 2017 Diversity Matters II Report

Last Wednesday, TWF was 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. The presentation on the research was followed by an engaging panel discussion. Moderated by TWF Vice Chair, Angelina Kwan, the panel comprised Guangyu Li | McKinsey & Company, Dr Anne Kerr | Mott MacDonald, Sunny Davis | UBS and Professor Alfred Chan | Equal Opportunities Commission. Huge thanks to Baker McKenzie for hosting.

IN THE SPOTLIGHT



Women in Law Hong Kong Anniversary Event

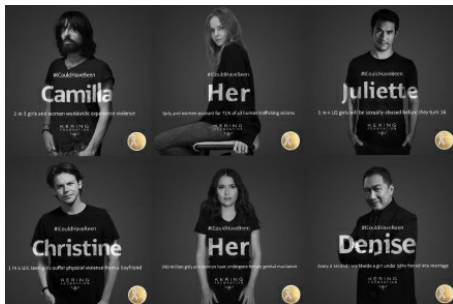
On November 28, TWF CEO Fiona Nott was the guest speaker at Women in Law Hong Kong's third anniversary celebration, a network created with the aim of discussing issues affecting female lawyers in Hong Kong.



Hotel Icon - Gender & Diversity Conference

Earlier today, Lisa Moore, TWF's Senior Manager, Research & Advocacy, was invited by Hotel Icon to speak on a panel at their inaugural D&I Conference on The Next Step in Gender Diversity alongside David Thomas | Manulife and Cindy Cheng | Rosewood Hotel Group, and moderated by Dr Basak Denizci Guillet | PolyTechnic University. Lisa spoke about the need for organisations to not only view policies through a gender lens, but to also focus on changing mindsets and

TWF IN THE COMMUNITY



Kering Foundation White Ribbon Campaign for Women 2017

TWF is proud to support the Kering Foundation's White Ribbon for Women Campaign. The Kering Foundation will call on the general public to imagine their lives as HER: the 1 in 3 girls and women who are victims of violence. I Could Have Been aims to draw attention to the higher risk of violence girls and women face – simply for being born female. Show your support by visiting ICouldHaveBeen.org and join the campaign.

WHAT WE'RE READING

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

- [Barack Obama says women make better leaders—and data shows he's right](#) (CNBC)
- [Angry Hong Kong Men](#) (Medium)
- [Gender pay gap rules risk hitting family-friendly policies](#) (Financial Times)
- [Women Showed Tremendous Courage in 2017 – Will It Make a Lasting Difference?](#) (Rolling Stone)
- [What Closing The Gender Pay Gap Could Mean For Your Retirement](#) (Forbes)
- [Gloria Steinem says black women have always been more feminist than white women](#) (Quartz)

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

- [Sexual harassment must stop! EOC Chairperson urges for joint community effort to combat this unlawful act](#) (EOC Newsletter)
- [A Reckoning on Sexual Misconduct? Absolutely. But How Harsh, Women Ask.](#) (NY Times)
- [#MeToo movement unearths heartbreaking reality of sexual assault in Hong Kong](#) (SCMP)
- [TIME's Person of the Year 2017: The Silence Breakers](#) (Time)
- [Men in positions of authority are in dire need of rules on appropriate workplace behaviour](#) (SCMP)
- [Here's how to end the culture of sexual harassment](#) (Baltimore Sun)
- [The 19 Women Who Accused President Trump of Sexual Misconduct](#) (The Atlantic)

9A Chun Wo Commercial Centre, 23-29 Wing Wo Street, Sheung Wan
E. info@twfhk.org | W. twfhk.org | T. +852-2592-8265 | F. +852-2592-8264

You received this e-mail because you subscribed to The Women's Foundation database.
To unsubscribe, please click [here](#).