

Dear TWF friends

"If we want to truly transform the status quo, we need to both amplify and expand the voices demanding change." – Fiona Nott, CEO, The Women's Foundation



A huge thank you to everyone who came to, or otherwise supported, our 2018 Gala Dinner last Wednesday.

We were delighted with the calibre of speakers, the energy and engagement of the audience that helped us raise critical funds for our programmes, research and initiatives - particularly our new initiatives for boys gender education and STEM programmes for marginalised women and girls. We are very grateful to our Title Sponsor Bloomberg and our Associate Sponsors Cathay Pacific and Manulife for their contribution to an incredible evening. A big thanks also goes to our Male Ally, Harjeet Baura (PwC), who served as emcee for the evening, and TWF Board Vice Chair, Angelina Kwan (BitMEX), and long-time TWF supporter, Leonie Valentine (Google), who led the pledge portion of the evening.

Our theme this year was "Rising Voices" -- to recognise and celebrate courageous and often underrepresented voices of women and men from different generations and walks of life coming together in the pursuit of gender equality.

Five beneficiaries from five different cohorts of our T.E.E.N. Programme spoke to the audience about the skills, strength and sense of community that they gained by joining the programme. Lacking privileged backgrounds, they have all overcome significant challenges and all gone on to study at university. As one TEEN alumna described:

"I grew up in a traditional family where my parents didn't pay attention to girls and we were not expected to go on to study at university. I thought I was worthless before I joined the T.E.E.N. Programme. I was afraid of taking challenges and lacked confidence. I feel lucky that I found my value, strengths, confidence and support from the Programme. Because of this I aspire to help other teens who share similar experiences to mine." – Icy Chow, first year TEEN and current secondary school youth counsellor

TWF Male Allies took centre stage for our keynote panel. Moderated by Laura Zelenko (Bloomberg), Peter Hwang (Iron Mountain), Alexander Prout (DWS), and Clarence Yang (BlackRock) discussed what it meant to them to champion gender equality as men; challenges and setbacks they have faced along their journeys, and steps that everyone can take towards closing the gender gap at work and at home. These include speaking up when encountering gender biased comments or actions, reflecting on one's own micro-behaviours and unconscious biases, and personalising one's reasons for being an advocate for gender equality.

A big thank you also to Arianna Huffington, Founder of the Huffington Post and Founder & CEO of Thrive Global, for her inspiring video remarks.

We are grateful that so many of you so generously supported – and continue to support -- our cause in myriad ways. You are making a difference in the lives of women and girls, and we looking forward to growing this impact in the months to come.

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

Have a great week.

TWF PROGRAMME UPDATES



Girls Go Tech Programme Updates

Congratulations to the 40 girls from Munsang College (Hong Kong Island) on finishing their 15-hour Coding Workshop last Saturday! They all did an amazing job of creating a house model installed with smart living devices powered by Micro:bits. We are proud to see the girls enjoyed the journey and we look forward to seeing more fruitful results from other GGT schools. A big thanks to the passionate Bloomberg volunteers for supporting our GGT girls throughout the process.



Male Allies in Action

Last night, we held "Male Allies in Action" – our first gathering bringing all our TWF Male Allies together to connect with each other, learn more about unconscious biases and the impact of Male Allies in the workplace. We also launched Group Mentoring – a space for Male Allies to exchange best practice, hold each other accountable in their goals and share their views on tackling gender inequality together. A special thanks to Adrian Warr | Edelman, Elaine Champion | Cathay Pacific, Francesca Ayala | Text100, and Brian Henderson | Baker McKenzie for presenting; our Group Mentoring leaders for facilitating, and Suresh Balaji as well as HSBC for hosting a wonderful evening.

IN THE SPOTLIGHT



Girls Go Tech Featured in SCMP Young Post

On October 19, GGT was featured in SCMP Young Post on how our GGT Programme employs a multi-faceted approach to make STEM engaging to participants. Read more [here](#).

Almost half of women in Indian adland have known harassment: Research

Our research with Kantar corroborates the recent #MeToo reports, as Havas Media's Anita Navar says, "We've known the industry to have put a lot of women to this ordeal over the years".



TWF CEO Quoted in Campaign Asia

TWF CEO Fiona Nott was interviewed by Campaign Asia on sexual harassment and assault as well as #MeToo developments in Asia. Read the article [here](#).

IN THE COMMUNITY



Join Step Challenge to Support Girls Go Tech

Get active in November! Please join the Hong Kong Computer Society's FACE Club charity event "Step Challenge" to raise funds for TWF's Girls Go Tech Programme (GGT).

Step Challenge is a month-long activity challenge beginning November 1. The person with the highest number of steps at the end of the 30-day challenge will take home an Xbox! Every step counts as all proceeds raised go to GGT. Step up to the challenge for a worthwhile cause [now!](#)



Celebrating Women in the Workplace
TWF is honoured to be a beneficiary of AIG's Celebrating Women in the Workplace. The event will bring together men and women from all over Hong Kong to talk about the numbers behind diversity, the challenges of finding a place to work that suits you and your situation and navigating the internal and external obstacles if that path should ever change its course. Experts from across industries, gender and backgrounds will openly share their insights/experiences in the hopes to inform, inspire and enlighten. All proceeds from the event will be donated to our Financial Literacy Programme for Marginalised Women.

Date: Thursday, November 15, 2018

Time: 2.00-6.30pm

Venue: The HKEX Connect Hall, 1/F One and Two Exchange Square, Central, Hong Kong
For more information and to register, click [here](#).



Hong Kong International Literary Festival 2018

TWF is pleased to support the Hong Kong International Literary Festival, taking place November 2-11. There is a strong showing of female authors including Susie Orbach, Cheryl Strayed, Intan Paramaditha, Jenny Zhang and Emmy the Great. Don't miss TWF CEO Fiona Nott's interviews with authors Xu Xi and Meg Wolitzer on November 10! For more information, please visit their [website](#). To purchase tickets, click [here](#).



Call for Participating Companies: HKU Study on the Female Talent Pipeline

TWF is pleased to support The University of Hong Kong's study on the Female Talent Pipeline, jointly conducted with Meraki Executive Search & Consulting. The results will provide a holistic, Hong Kong-specific picture of the current management of the female talent pipeline and identify opportunities to enhance retention rates and enable women to reach their full potential in the workplace. Open through the end of November, if you have your company's gender diversity data on hand, we encourage you to participate! Click [here](#) for more information and to start the survey.



AmCham's 15th Annual Women of Influence Conference & Awards

TWF is proud to support the AmCham Women of Influence Conference and Awards. The Conference will focus on what it means to have influence and impact through the stories and experiences of key global and local leaders as well as sharing the secrets on how to make a personal impact and the cultural factors that impact the progression of women in corporate environments. The heart of the event celebrates the announcement of the Awards, with nine award categories recognising seven high-achieving women, one man who has demonstrated support for the advancement of women and one outstanding company for women.

Date: Friday, November 16, 2018

Time: 8.00am-2.30pm

Venue: Four Seasons Hotel Hong Kong
Register [here](#).



Asian Financial Forum 2019 - Discounts for TWF Supporters!

TWF is pleased to support the Asian Financial Forum, co-organised by the HKSAR Government and the HKTDC.

Under the theme of "Creating a Sustainable and Inclusive Future", it will bring together some of the most influential members of the global financial and business community to



discuss developments and trends in the dynamic markets of Asia. A series of InnoTalks will also feature themes related to innovation and technology.

As a supporter of TWF, please use the code **MDB284** to register and get 40% off!

Date: January 14-15, 2019

Time: 9.00am-6.00pm

Venue: Hong Kong Convention and Exhibition Centre

For more information and to register, click [here](#).

OPENINGS AT TWF

Development Officer Opening

TWF is seeking a full-time Development Officer to join its dynamic team to plan and execute its fundraising initiatives, cultivate new sponsors and partners, manage its grant applications and explore other innovative approaches to fundraising. Please click [here](#) for the job description. Applications should be received by November 13.

Senior Manager / Manager Pipeline Initiatives Opening

TWF is seeking a full-time Senior Manager/Manager Pipeline Initiatives to join its dynamic team to develop, manage and execute a range of TWF's pipeline related programmes, partnerships and initiatives as well as cultivate new partners and stakeholders. Please click [here](#) for the job description. Applications should be received by November 13.

WHAT WE'RE READING

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

- [How Hong Kong's top university is closing the gender gap at top levels: all-out support is key](#) (SCMP)
- [#IAmSexist](#) (New York Times)
- [Statutory paternity leave in Hong Kong to rise from three to five days](#) (HKFP)
- [Female Superheroes Can Help Girls See Themselves As Leaders, Study Suggests](#) (HuffPost)
- [Building Gender Balance Through Behavioural Design](#) (INSEAD Knowledge)
- [Meghan Markle gives 'powerful' speech on feminism and women's suffrage in New Zealand](#) (Independent)
- [BBC accused of breaching the law over gender equality](#) (Telegraph)
- [Women in Palestine face violence and political exclusion, campaigner tells UN](#) (Guardian)
- [Why does Japan make it so hard for working women to succeed?](#) (NY Times)
- [打破傳統偏見 助女性投身STEM](#) (HKET)

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

- [Has #MeToo Changed Anything? Bosses Say Yes, Workers Disagree](#) (Bloomberg)
- [Chinese Activists Are Using Blockchain to Document #MeToo Stories](#) (HBR)
- [The fragility of feminist progress and why rage is a luxury we can't afford](#) (Guardian)
- [#MeToo in India: YouGov survey shows movement has made over half of married people cautious with opposite sex](#) (FirstPost)
- [Q&A: 'It's scary to talk about this' – actors and directors discuss MeToo – video](#) (The Guardian)
- [#MeToo storm in AIR, 9 complainants sacked](#) (Times of India)
- [7女稱遭「突破匯動」同一員工性騷擾](#) (Ming Pao)

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

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