

Dear TWF friends



### Social Egg Freezing: Who Benefits?

*"Whose interest does egg freezing serve? The woman's or that of an ambitious, still pretty unforgiving culture that doesn't really ever see childbearing for female employees as convenient?" – Randi Hutter Epstein, medical author*

Social egg freezing has been gaining popularity in recent years as it allows women the option to delay pregnancy and motherhood to later in life. Celebrities, from Chinese actress Li Bingbing to Canadian singer Celine Dion, have revealed they opted for the procedure.

Even workplaces have started to weigh in on this technology. In a bid to attract female talent, tech giants like Uber and Apple offer female employees the option to freeze their eggs. While these employment perks support women's reproductive choices, they also raise questions around motherhood and career ambitions, and whether egg-freezing benefits inadvertently reinforce the stereotypes that motherhood renders women less capable of doing their job. Will the existence of these types of benefits lead to female employees being expected and pressured to put in punishing hours and delay motherhood until later in their life?

[Read More](#)

## UPCOMING EVENTS



### TECH Talks: Gamification of Learning

Join us for our third event in our TECH Talks series on the gamification of learning, in partnership with Bloomberg. Featuring Dr Cecilia Chan | HKU, Jenny Pong | JTH Group, and Natasia Sun | First Code Academy. The speakers will look at the integration and importance of gamification elements in education, the job search process, and in the workplace.

**Date:** Thursday, May 23

**Time:** 7.00-8.30pm

**Venue:** Bloomberg, 27/F Cheung Kong Center (registration on 25/f)

Refreshments will be provided courtesy of Bloomberg.

\*University students and professionals with 0-5 years of work experience are highly encouraged to attend.

[Register here](#)

### 30% Club Boardroom Lunch

TWF and the 30% Club HK are delighted to announce the 7th Annual Boardroom



Lunch. Show your commitment to increasing gender diversity in the boardroom by hosting a table at this Lunch which connects accomplished Women Leaders from a TWF curated database with Board chairs, Board directors, CEO's and senior corporate leaders of Hong Kong's leading companies in simulated boardroom discussions on key issues facing boards today. If your company is interested in sponsoring a table, please contact [aggi.cheng@twfhk.org](mailto:aggi.cheng@twfhk.org)



## TWF PROGRAMME UPDATES



### Girls Go Tech School Programme Update

40 Girls Go Tech (GGT) girls from Hong Kong True Light College visited the BNY Mellon office. The girls had an eye-opening tour around the trading floor and gained career advice from BNY Mellon's volunteers. They also learnt how AR and VR technologies are applied to the traditional banking and finance industry. Many thanks to the passionate volunteers from BNY Mellon for hosting the visit.

### Girls Go Tech Alumni Programme Update

20 GGT alumni visited the global sourcing offices of Gap Inc. to gain an in-depth understanding of how technology is used in the fashion supply chain. Our GGT girls learnt about digital sampling and tried sanding the denim. The company visit finished with a tour of their flagship store to see the implementation of technology in retail store operation. A huge thanks to GAP for hosting the event.



### Coding Workshop for Girls Go Tech

13 girls from Kit Sam Lam Bing Yim Secondary School enjoyed a creative coding workshop at Credit Suisse. The workshop began with a tour of the trading floor. During the workshop, the girls worked together to build a remote controlled milk carton robot using Micro:bit. Many thanks to Credit Suisse for hosting the workshop.

### Mentoring Programme - Check-ins

On April 16 and 17, our mentors and protégés came together for their monthly peer to peer check-ins to share best practice on their mentoring experience. They received feedback and advice from their peers on other areas of their professional development. Thanks to our Advisory Council members for facilitating and to Linklaters for hosting.



### Mentoring Programme - May Workshops

Last Saturday, we held the third session in our series of workshops on Presenting with Confidence and Impact and Professional Presence for our Mentoring Programme. Our mentors and protégés learnt how to increase their ability and capacity for professional presence, and to



enhance their personal impact and communicate with clarity, confidence and gravitas. Many thanks to Divya Ahluwalia and MJ Jennings for facilitating and Scotiabank for hosting.

### Boardroom Series for Women Leaders

Last Thursday, we held the third and final workshop with the FT NED Programme on boardroom behaviours. Thank you to Angela MacKay and the team at FT NED for supporting us throughout the programme and for hosting the wonderful champagne reception at the end! Thank you to all our Women to Watch and the sponsors of the Boardroom Series for making this possible - Standard Chartered Bank, Goldman Sachs and KPMG.



## IN THE SPOTLIGHT

### 保祿六世書院 推動女性科技新力量



### GGT Girls Featured in HKEJ

Our GGT participants, Akemi and Celine, from Pope Paul VI College were featured in the Hong Kong Economic Journal, talking about how much they aspire to break into traditionally male-dominated STEM fields and follow their passion to pursue STEM-related careers. The girls also shared how TWF's Girls Go Tech Programme sparked their interest in STEM subjects.

[Read the full article here](#)

### TWF Joins WEF Global Shapers Panel

On April 24, Senior Research & Advocacy Manager Lisa Moore spoke on a gender equality panel organised by the World Economic Forum Global Shaper Community, a network of young people driving dialogue, action and change. Moderated by Eleanor Coleman | Financial Empowerment Group, she spoke alongside Michelle Ip | Sugar AI and Sabrina Lin | HKUST about the feminisation of poverty and the challenges women face in the workplace.



### TWF Senior Programme Manager at Education Bureau Seminar

Last Monday, TWF Senior Programme Manager Connie Cheung was invited to speak at a seminar for over 400 principals and teachers, organised by the Education Bureau. Drawing on TWF's STEM research and the GGT Alumni platform, Connie shared her experience about leveraging community resources to promote STEM education. All teachers are welcomed to share lesson plans / curricula on the platform.

## IN THE COMMUNITY



### Future Work in Hong Kong



### Outward Bound Women in

## Roundtable Discussion

Hong Kong Mompreneurs is organising a panel and roundtable discussion event on building family friendly workplaces. Use code **TWF2019** for a 10% discount!

[Register here](#)

## Leadership Course

Outward Bound is offering an outdoor experiential Women in Leadership Course June 4-6 for professional women currently in management positions and those aspiring in leadership. 10% discount for supporters of TWF!

[Register here](#)

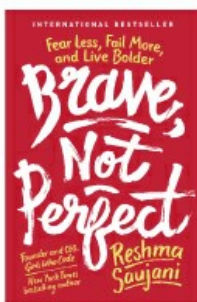


### #Face Matters Screening

Produced by Dr. Donna Chu from CUHK, and commissioned by MWYO, the documentary "Face Matters" digs deeper into the selfie phenomenon and the fanatical pursuit of beauty among young women in Hong Kong.

[Reserve your seat here!](#)

## BOOK REVIEW



### To very "perfect" girls and women. You are braver than you know By Susan Hutchison, Board Chair, TWF

I finished reading the recently published 'Brave, Not Perfect' by Reshma Saujani, Founder and CEO of Girls Who Code, and was smiling. I shared selected paragraphs with girlfriends who promptly responded, 'Which book is this? Ordering a copy now'.

The genesis of this book began with the author's failed attempt to run for a seat in US Congress. Despite being a 'high achiever' with an Ivy League education and job at an investment firm, she identified this moment as the first time she was ever truly 'brave' versus what had felt, up to this point, as a pursuit to be 'perfect', measured against norms set by societal, cultural and familial expectations.

The author delves into the evolution of such norms and then cleverly 'busts' many of the myths that exist for girls and women today. One could argue the observations and tactics are not groundbreaking, nor do they veer too far from common sense, but it takes skill to organise them into empowering and practical takeaways.

With universally relatable themes, Saujani effectively weaves together personal insights and anecdotes with multiple studies and research. This combination makes the content substantive but also personal. I can imagine a teen finding it equally enjoyable as well as a GenX'er (like me!)

## WHAT WE'RE READING

### Gender Equality

- [Twelve feminist books everyone should read](#) (UN Women)
- [Not So Kawaii: How Japan's "Culture of Cute" Traps Japanese Women](#) (Unseen Japan)
- [How this training helped male executives confront their privilege and bias](#) (Fast Company)
- [Melinda Gates: 'Women need to be involved in creating the new products of the future'](#) (Guardian)
- [Feminism tells a different story and we need it more than ever](#) (Financial Times)
- [Economics, Sexism, Data](#) (Planet Money Podcasts)

### Sexual Harassment

- [Ending Harassment at Work Requires an Intersectional Approach](#) (HBR)
- [K-pop sex scandal: Burning Sun nightclub linked to underage trafficking, violent abuse](#)

by VIP clients, further exposing mistreatment of South Korean women (SCMP)

- [Singapore's NUS forced to overhaul handling of sexual harassment cases after](#)

[backlash over Monica Baey's peeping Tom incident](#) (SCMP)

- [Answers demanded on IFM sex settlement](#) (AFR)

- [The shocking rape trial that galvanised Spain's feminists – and the far right](#) (Guardian)

- [Climate change and sexual harassment top list of girls concerns](#) (Guardian)

#### **Board Diversity**

- [What's Keeping More Women From Board Seats: Little Turnover](#) (WSJ)

- [Making a Case for a Gender-Balanced Board](#) (Nasdaq)

- [Boardroom Diversity Campaign Calls for More Women of Color](#) (Bloomberg Law)

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