

Dear TWF friends



### Working from Home: Productivity and Positivity

*"You cannot change reality, but you can control the manner in which you look at things. Your attitude is under your own control. Weed out the negative and focus on the positive!"* – Helen Steiner Rice, American Poet

Working from home is not new but it is taking place on an unprecedented scale in Hong Kong during the COVID-19 outbreak. There are proven benefits to working remotely and we actively support policies that offer flexibility for employees, whatever their individual needs may be.

However, working from home is not without challenges, and this unique time in Hong Kong requires new thinking, with structure and discipline, but also patience and understanding.

The ability for team members to work from home should not be taken for granted by employers. Space is a luxury, and many employees will be competing for space and broadband with partners, family members or flat mates while trying to focus. Parents whose children are learning online and require help, may find themselves regularly interrupted and pulled in the direction of home learning. Those who are looking after elder parents or family members with special needs may have difficulty constantly switching between the role of carer and employee.

[Read More](#)

## INTERNATIONAL WOMEN'S DAY



### TWF's Organisational Guide to Celebrating International Women's Day

During this challenging period in Hong Kong, we wanted to share some ideas on how your organisation or network can meaningfully celebrate International Women's Day 2020 whether that be remotely or in person, for the entire company or just within one team.

[Download the guide here](#)

## UPCOMING EVENTS

### Hong Kong's Opportunities in Crisis

Virtual Panel Discussion  
 March 5 @ 1pm



### Hong Kong's Opportunities in Crisis - Virtual Panel to Commemorate IWD

Hong Kong is facing unprecedented challenges which are also providing unique opportunities for collaboration and innovation. To commemorate International Women's Day, join TWF and a diverse panel of experts for this virtual session as

we discuss these issues through a gender lens, and explore the tools and partnerships needed to address these issues and advance gender equality. Speakers include Judy Kan | HER Fund, Jodi Schneider | Bloomberg, and Adrian Warr | Edelman, moderated by Fiona Nott | TWF.

Date: Thursday, March 5  
Time: 1.00-2.00pm

Tune in to our Facebook page on March 5!

### Reschedule: International Women's Day Lunch 2020

In light of the outbreak of the novel coronavirus and after careful consideration, we have decided to reschedule our annual International Women's Day Lunch on 2 March 2020.

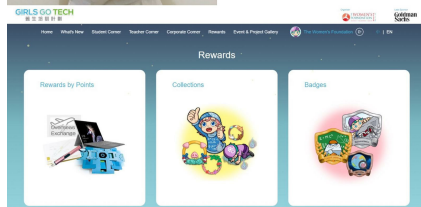
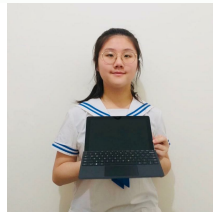
The health and safety of our guests remains our first priority. Our team is making every effort to find a suitable alternative date for the Lunch, tentatively set for June.

We are committed to working together to create a gender equal Hong Kong. We look forward to reaffirming this commitment and celebrating the achievements of women with all of you at a later date. More details coming soon.

For any queries, please email Virginia.Li@twfhk.org or call 2581 1153.



## TWF PROGRAMME UPDATES



### Girls Go Tech Programme Update

Congratulations to our GGT participant, Kathy Wong from Holy Trinity College, who successfully redeemed a Microsoft Surface Go detachable laptop by using 4,000 reward points earned by completing GGT self-learning online courses and attending in GGT in-person workshops. We are impressed with her diligence and enthusiasm in STEM. Heartfelt thanks to Microsoft for sponsoring the gift!

### Mentoring Programme for Women Leaders – Group Mentoring

We held our first virtual Group Mentoring session this week for our 2019-2020 Mentoring Programme cohort. Participants had the chance to connect with their group for the first time and learn more about each other on a personal level through a fun activity named the "Connection Cards". Many thanks to our Advisory Council members for facilitating the discussions and to all for joining!



## OPENING AT TWF

### Pipeline Initiatives Officer Opening

TWF is seeking a full-time Pipeline Initiatives Officer to support our exciting range of programmes for advancing women leaders including TWF's signature Mentoring Programme, 30% Club/Women in Leadership related initiatives. The position would suit a recent graduate who is energetic, personable, communicative, highly organised and passionate about women's and gender issues. Applications should be received by March 1, 2020.

## WHAT WE'RE READING

### Gender Equality

- [Paternity leave law cries out for change](#) (SCMP)
- [Gender and the Coronavirus Outbreak](#) (Think Global Health)
- [Victoria has passed historic Gender Equality Act](#) (Women's Agenda)
- [What's Really Holding Women Back?](#) (HBR)
- [Birth fathers should get same paid leave as mothers and adopters, appeal claims](#) (Telegraph)
- [It's time to start talking about menopause at work](#) (HBR)
- [Katherine Johnson, NASA mathematician portrayed in 'Hidden Figures', dies at 101](#) (Reuters)

### Sexual Violence & Harassment

- [Harvey Weinstein is found guilty of sex crimes in #MeToo watershed](#) (New York Times)
- [How to fix the broken corporate approach to addressing sexual harassment](#) (Fortune)
- [Law Students Demand U.S. Judiciary Provide A "Safe" Workplace For Women](#) (Forbes)
- [Whistleblower: When a Memoir Is Also an Indictment](#) (The Atlantic)
- [Why do men get away with killing women – is there an amnesty on male violence?](#) (Guardian)

### Masculinity

- [Eight controversial photos depicting masculinity](#) (Dazed)

### Board Diversity

- [Warner Music Group Set to Go Public With a Board Lacking in Diversity](#) (Billboard)

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