

Dear TWF friends



Celebrating International Men's Day

This Friday, November 19, is International Men's Day. It is the day to celebrate the positive value men bring to our world, their families and communities.

Individuals of all genders face myriad issues in relation to their gender, particularly vulnerable groups. However, it is less common that we discuss the gender specific issues that men and boys (and those who identify as such) face. In developed economies, boys tend to be academically outperformed by girls at all levels of education. Men are less likely than women to seek mental health services and less likely to report sexual violence or abuse, often due to gender stereotypes and stigma around men seeking help. This may in part contribute to the fact that among all suicides in Hong Kong last year, men comprised 61% of victims. Men and boys make up 79% of reported drug abusers in the city and are 71% of those arrested for crime.

From our own research on young men's masculinities, we know young men face pressure to live up to being an 'ideal' man: wealthy, morally upstanding, has a flourishing career and happy family as well as acts as the primary earner and protector. Many of these young men also held gender stereotypical views about family roles, preferring their future spouse to manage childrearing and household matters. The majority also tended to believe in rape myths and prefer their spouse to have traditionally feminine characteristics.

 [Read More](#)

UPCOMING EVENT



Breaking the Menopause Taboo at Work

Half of the world's population have or will experience the menopause and yet there remains a strong taboo surrounding it. Join TWF as we explore the physical and psychological effects of menopause and the potential impact of these symptoms on women in the workplace. We will also hear candid sharing from individuals going through this phase of life and discuss what overall employer best practice looks like to support employees experiencing menopause. We will also touch on andropause and what that means for men going through this phase. Speakers include Fiona Nott | TWF and Dr Quratulain Zaidi | MindnLife, moderated by Florence Chan | TWF.

Tuesday, November 23
 12.30-1.30pm
 Zoom

[Register here](#)

PROGRAMME UPDATES

Girls Go Tech: Blockchain Workshop

On November 13, GGT participants joined Blockchain the Game Changer Workshop co-organised by IBM Consulting. Participants visited IBM Consulting's office and learned about the application of Blockchain in industries such as food supply chain and healthcare. They also joined a simulation game to better understand the mechanism of Blockchain, in which participants acted as nodes and miners in a blockchain. Huge thanks to IBM Consulting for hosting, and to their volunteers for guiding the participants!



Mentoring Programme: Last Icebreaker

The very last icebreaker session for the Mentoring Programme for Women Leaders 2021-22 Cohort was hosted on November 16. At this event, participants had the opportunity to meet and connect with different mentors and protégés from the cohort. It was great to see such an engaged and lively group of women getting to know each other! We would like to thank BNP Paribas for their support for hosting the session.

IN THE COMMUNITY

AVCJ Diversity & Inclusion Forum

TWF is pleased to support the AVCJ Diversity & Inclusion Forum. Now in its fourth year, the event aims to push the discussion of diversity, equity, inclusion, and culture forward and to help pave the way for future generations in the Asian private equity and venture capital industry. TWF supporters receive a 15% discount -- please use VIP code **D&ITWF15** for registration.

Thursday, December 9
9.00am – 5.00pm
Hong Kong and online

[Click here for more information](#)



OPENING AT TWF

Programme Officer

TWF is seeking a full-time Programme Officer to join its rapidly growing and dynamic team to plan and manage its innovative and impactful community programmes. Applications should be received by **November 26, 2021**.

[Apply Now!](#)

WHAT WE'RE READING

Gender Equality

- [Geena Davis: It's easy to influence gender inequality – change what characters children see on-screen](#) (iNews)
- ['World designed by men has destroyed many things,' Cop26 warned](#) (The Guardian)
- [The Cast of Sex and the City Opens Up About Aging](#) (Vogue)
- [There Is a Pronounced Gender Gap in Top Films' VFX, Inclusion Initiative/WIA Study Finds](#) (Women and Hollywood)
- [What Paternity Leave Does for a Father's Brain](#) (NYT)
- [Being transgender at work](#) (McKinsey)

Sexual Violence & Harassment

- [World tennis body calls for inquiry into sex assault allegation by Chinese player Peng Shuai](#) (SCMP)
- [China gender-based violence, victim-blaming in the spotlight after man arrested over alleged murder of woman jogging](#) (SCMP)
- [Missing N.C. teen found after using TikTok hand sign alerting she was in danger](#) (NBC)
- [Affirmative consent laws to be introduced in Victoria for sexual assault cases](#) (ABC)

Masculinity

- [The Male Leader Championing Gender Balance At Home As Well As At Work](#) (Forbes)
- [Veganism's hyper-masculine influencers may discourage men from giving up meat and dairy](#) (The Conversation)
- ['Lipgloss Boy' Enioluwa Adeoluwa shatters expectations of masculinity in Nigeria](#) (The Observers)
- [Sen. Josh Hawley claims masculinity is under attack. This historian disagrees](#) (NPR)

Board Diversity

- [Trading Up: A Diversity Campaign in Hong Kong's Clubby Business World](#) (Asia Society)
- [Strategy Session: Instacart CEO Fidji Simo on how she found her own leadership groove](#) (Fortune)

9A Chun Wo Commercial Centre, 23-29 Wing Wo Street, Sheung Wan

info@twfhk.org twfhk.org 25928265

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