

Dear TWF friends



## 2021 Highlights

As we near the end of 2021, it is important that we take a moment to reflect on what we have been able to accomplish together. Despite continued challenges under the pandemic, we have been able to break new ground and make a positive impact in the lives of women and girls in Hong Kong.

Here are six highlights:

**The End of Single Gender Boards:** Last Friday, TWF and 30% Club HK welcomed key reforms from Hong Kong Exchanges and Clearing that will improve board gender diversity in the short to medium term, including that single gender boards will no longer be acceptable (with a three-year transition). These changes represent considerable opportunities for women leaders who are qualified to become board members. TWF urges all companies to set meaningful targets of at least 30% by 2027.

**#TEENforGood:** This year, we piloted #TEENforGood to support the learning needs of unprivileged students at risk of falling behind academically due to the pandemic. Our T.E.E.N. Programme 'graduates' offer individual online tutoring support, which provides them with a helpful source of financial support and the opportunity to give back to the community. More broadly, this supports mothers and other family members who have taken on extra home school learning duties. Feedback has been positive from students, teachers and parents alike so we plan to expand the initiative.

**Young Men's Masculinities Research:** We released the first of its kind research to understand the pressures young men face on their path to masculine success and how they perceive gender roles, women's rising status and attitudes towards changing gender relations. At TWF, we will be drawing on the findings to inform our Young Allies Initiative to cultivate gender equal mindsets and behaviour among young men.

 [Read More](#)

## IN THE SPOTLIGHT

### TWF and 30% Club HK Welcome End to Single Gender Boards

TWF and 30% Club Hong Kong welcome HKEX's release of Consultation Conclusions on its Review of the Corporate Governance Code and Related Listing Rules. They are putting in place key reforms that will lead to significant opportunities for more diverse boards over the next three years. We urge listed issuers to set targets to meet or exceed 30% female representation on their boards.

[Read our press release here](#)



### TWF CEO Speaks at EquitiesFirst and Nasdaq Webinar

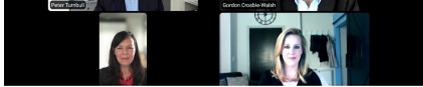
TWF CEO Fiona Nott joined a webinar "Playing the Long Game – Governance, Diversity and Trust" jointly hosted by



30% Club Hong Kong and The Women's Foundation Welcome End to Single Gender Boards on the Hong Kong Stock Exchange  
*TWF Urges Listed Issuers to Set Targets to Meet or Exceed 30%*

HONG KONG, December 13, 2021 – 30% Club Hong Kong and The Women's Foundation (TWF) welcome the Stock Exchange of Hong Kong and Hong Kong Exchanges and Clearing's (HKEX) release of [Consultation Conclusions on its Review of the Corporate Governance Code and Related Listing Rules](#). After an open consultation process, the HKEX is putting in place key reforms that will improve board gender diversity in the short to medium term.

In particular, the following HKEX changes will lead to significant opportunities for more diverse boards over the next three years:



EquitiesFirst and Nasdaq. Moderated by John Dawson | Acara Strategy, Fiona spoke alongside Kaley Childs Karaffa | Nasdaq, Peter Turnbull | Chartered Governance Institute and Gordon Crosbie-Walsh | EquitiesFirst to discuss board diversity and composition, and corporate governance issues integral to long-term business performance.

## IN THE COMMUNITY



### Survey Participation: Women's Experiences of Violence 2021

TWF is pleased to support a survey from The Hong Kong Women's Coalition on Equal Opportunities in collaboration with the Zonta Club of Kowloon and Lingnan University on Women's Experiences of Violence. The survey aims to collect data on the prevalence of sexual violence, intimate partner violence, and image based sexual violence against women in Hong Kong, as well as women's experiences of them. The survey targets women aged 15 years old and above who are residents of Hong Kong. Findings from the study will help inform community education and policy advocacy to combat violence against women. We encourage anyone eligible to participate.

Fill out the survey in [Chinese](#) or [English](#).

## 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 **December 17, 2021**.

[Apply Now!](#)

## WHAT WE'RE READING

### Gender Equality

- [Framing Opportunities: Seeking Gender Diversity and Equality in Photography](#) (Tatler)
- [The Hollywood Reporter's Annual\(ish\) Women in Entertainment Power 100](#) (Hollywood Reporter)
- [Yes, abortion is your business's business](#) (CNN)
- [How the 'beauty of fluidity' went mainstream in fashion](#) (BBC)
- [Women in prison falling through gaps in feminist funding, report finds](#) (The Guardian)
- ['Don't check yourself when you come to work': Being openly LGBTQ+ in a scientist-led industry](#) (Fierce Biotech)

### Sexual Violence & Harassment

- [Alibaba Dismisses Employee Who Accused Her Boss of Rape](#) (NYT)
- [The Smithsonian's #MeToo Moment](#) (BuzzFeed)
- [Myanmar coup: The women abused and tortured in detention](#) (BBC)
- [How Latin American feminists shifted global understanding of gender-based violence](#) (the Conversation)

### Masculinity

- [A Crisis of Masculinity as Robots Replace Men](#) (Bloomberg)
- [How Timothée Chalamet is reframing masculinity in cinema](#) (Vogue)

### Board Diversity

- [港交所更新企業管治守則 明年7月起新股不許「全男或全女班」董事、2024年底全港股實施](#) (HKET)
- [Was 2021 a tipping point for startups' board diversity?](#) (Fortune)
- [Latest stats show healthy gender representation on government boards](#) (the Mandarin)

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