

## EVENTS | PROGRAMMES | CEO BLOG

Dear Lisa

A new [report](#) released last week by McKinsey and Lean In, the organisation founded by Facebook's Sheryl Sandberg, shows that women are still struggling to advance in the workplace.

For every 100 women promoted past entry level positions, 130 men are promoted. Women are less likely to receive challenging assignments, participate in meetings and have access to senior leaders. And the pipeline of promotion shows women are being passed over at every stage. Note: men and women are dropping out of the workplace at equal rates, so the numbers can't be blamed on attrition.

To compile the study, McKinsey used data from 132 US companies, representing 4.6 million workers at companies like Visa, General Motors and Proctor & Gamble. It also conducted a survey of 34,000 employees to get a more nuanced view of their experiences at work.

The survey revealed that more women than men asked for a raise, 29% to 27%, and in response, 30% of women were told that they were being "bossy," "aggressive," or "intimidating," compared to 23% of men.

Women also said they receive less feedback from managers than men. While 46% of men say they receive difficult feedback, only 36% of women do. Managers explained that the biggest reason they fail to give women feedback is a fear of being mean or hurtful.

Notably, less than half of the companies McKinsey examined require diverse slates of candidates for hiring and promotion, and only 56% review job descriptions to ensure they're free of biased language. One easy procedure to weed out biases in hiring is using blind resume reviews—removing names and other details from resumes that indicate gender and race—but only 4% of companies say they do this.

Writing in last week's [Wall Street Journal](#), Sheryl Sandberg urged employers to not only track their gender breakdown in hiring and promotions but to set clear targets for where they'd like those numbers to be. Fewer than 35% of companies have targets in place — and it's harder to make progress when you don't have clear goals in place. According to Sheryl, "Companies also need to make a stronger case for gender diversity, explaining why it matters and how it benefits everyone. They can invest in gender-bias training — especially for managers, who make many of the decisions that affect women's daily work experience and career progression. Companies can also encourage everyone, from entry-level employees to leaders, to talk openly about gender stereotypes and provide women with more leadership opportunities, access to sponsors, and recognition for their contributions. And all of us can encourage women to keep negotiating—until the day that it's seen as perfectly normal, and even expected, for women to ask for more".

If the study reveals how much work is left to be done to create gender equality in the workplace, the good news is that so much of this work is not complicated or difficult, and many firms are already doing it. For instance, we know that many of TWF's corporate partners are alive to these issues and are constantly trying new approaches to tackle both institutional barriers to the advancement of women as well as daily micro-inequities. Onwards & upwards everyone!

Warm regards

Su-Mei Thompson  
 CEO, The Women's Foundation

## UPCOMING EVENTS



### Breakfast with HKU President Peter Mathieson, one of 30 UN Women HeForShe Global Impact Champions!

Over breakfast, HKU President, Professor Peter Mathieson, will share insights and learnings from the second anniversary celebration of UN Women's HeForShe Initiative as part of the 71st UN General Assembly in New York. UN Women unveiled the first-ever HeForShe IMPACT 10x10x10 University Parity Report where 10 leading global universities (including HKU) will chart their progress towards achieving gender parity.

**DATE:** Wednesday, October 12, 2016

**TIME:** 8.15 - 9.30 a.m.

**VENUE:** Baker & McKenzie, 14/F, Hutchison House, 10 Harcourt Road, Central

**REGISTER [here](#)** to join. Male champions for gender equality are particularly welcome! For



### 30% Club Annual Boardroom Lunch

We are thrilled with the line-up of corporates who are hosting tables at our fourth 30% Club Boardroom Lunch! Table hosts this year include AIA, Alibaba, Citi, Deacons, Goldman Sachs, Herbert Smith Freehills, HKEX, Hogan Lovells, HSBC, Li & Fung, Macquarie, MTR, PCCW, Sino Group, Slaughter and May, Swire and Thomson Reuters, alongside event sponsors Standard Chartered and KPMG. Board members and C-suite leaders from these organisations will engage in simulated boardroom discussions with our 100 women to watch.

**DATE:** Friday, October 14, 2016

**TIME:** 12.30 p.m. - 2.00 p.m.

**VENUE:** The Asia Society Hong Kong Center, 9 Justice Drive, Admiralty



### Bloomberg Financial Services Gender-Equality Index Presentation, Oct 17

TWF and Bloomberg invite you to a lunchtime talk by Angela Sun, head of Strategy & Corporate Development, Bloomberg L.P on the Bloomberg Financial Services Gender-Equality Index. Firms in the Index include American Express, Bank of America, Barclays, BNP Paribas, Citigroup, Credit Suisse, HSBC, JPMorgan Chase, MetLife, Standard Chartered, State Street and UBS. Angela will discuss key findings from the Index and what firms are doing to effectively promote gender equality.

**DATE:** Monday, October 17, 2016

**TIME:** 12.30 - 1.45 p.m.

**VENUE:** 22/F Champion Tower, 3 Garden Road, Central

**REGISTER** [here](#) to join.



### TWF Gala Dinner 2016

Tables are now selling fast for TWF's 2016 Gala Dinner! We are thrilled that this year's keynote speaker will be Sabrina Peng, Vice President of Ant Financial Services Group and Partner of Alibaba Group. Additional speakers include Erika Irish Brown, Global Head of Diversity & Inclusion at Bloomberg LP and Shiza Shahid, Co-Founder of the Malala Fund. Sponsored by Bloomberg and Facebook, this year's Gala promises to be our biggest and best ever. We are also looking for more event sponsors and auction prize donors - if you can help, please contact Claire Lim at [claire.lim@twfhk.org](mailto:claire.lim@twfhk.org).

**DATE:** Tuesday, November 15, 2016

**TIME:** From 7.00 p.m.

**VENUE:** JW Marriott Hotel, One Pacific Place, 88 Queensway

**REGISTER** [here](#) to join.

## TWF IN THE MEDIA



### TVB Spotlight on TWF!

TVB's News Magazine programme last Saturday featured Deputy CEO Rita Ching speaking on TWF's programmes to help youth develop critical thinking around gender stereotypes. The programme also highlighted our T.E.E.N. programme and interviewed a programme participant, as well as She Objects director Nicola Fan. Celebrity Joyce Cheng who appeared in She Objects was also featured. Please click [here](#) to watch the programme.



The interaction effect of attentional bias and attentional control on dispositional anxiety among adolescents in HK was recently published in

### TWF research published in the British Journal of Psychology

A study for TWF conducted by City U on the relationship between selective attentional bias and psychological well-being among adolescents in HK was recently published in

the British Journal of Psychology. The study shows the importance of intervention to reduce negative attentional bias and increase positive attentional bias in children and adolescents - principles which form the basis of TWF's Life Skills Programme. Click [here](#) to read the full research paper.

## TWF PROGRAMME UPDATES



### Life Skills Programme in 2 More Schools

Last week, TWF's Life Skills Programme 2016-17 kicked off in two more schools - United Christian College, an existing school partner, and Christ College, a new partner that primarily serves students from underprivileged families in Shatin. As a first exercise, students were asked to share their views and experiences through class participation and reflective journals.



### TWF/CLP Roundtable on Girls and Engineering

Yesterday, CLP & TWF hosted a roundtable lunch on girls and engineering which was attended by business leaders & HR professionals from CLP, faculty members from Hong Kong's leading universities, and representatives from the IEEE and TWF. The group discussed why girls in Hong Kong are not opting to study engineering at university, what can we do to increase the number of girls applying and to encourage them to last the course once they have enrolled, and what HK can learn from overseas examples of best practice and innovative approaches. Thanks again to CLP for generously hosting!



CONGRATULATIONS  
TO OUR SCHOLARSHIP  
RECIPIENT

NATALIE NGAI TSZ LAM

### Congratulations to our 2015 Cambridge Scholarship Recipient!

Congratulations to TWF's 2015-2016 Cambridge scholarship recipient, Natalie Ngai Tsz Lam, on completing her MPhil in Gender Studies. Well done also to Natalie on achieving a merit in her dissertation on the media portrayal of female politicians in Hong Kong.

## SHE OBJECTS UPDATE



Hogan  
Lovells

Hogan Lovells Global Women's Executive Summit  
The Art of Disruptive Leadership  
6-7 October 2016 | Mandarin Oriental, New York

### Hogan Lovells Global Women's Executive Summit: New York

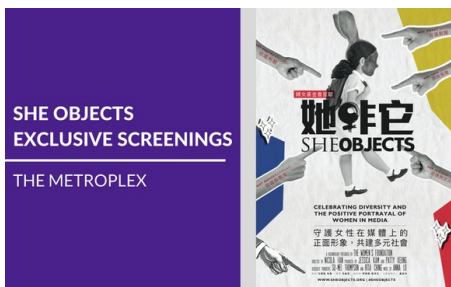
TWF CEO's Su-Mei Thompson will be speaking about She Objects and the key themes of the film at the [Hogan Lovells Global Women's Executive Summit](#) on The Art of Disruptive Leadership in New York in October. Spaces are limited but if you have any senior level NY-based colleagues who would be interested in attending the Summit, please email [gwes@hoganlovells.com](mailto:gwes@hoganlovells.com).



### She Objects Community Screenings

Last night, BNP Paribas screened She Objects for around 100 employees, followed by a panel discussion featuring BNP's CEO for Greater China - Paul Yang, TWF's Vice-Chair - Angelina Kwan and She Objects Director - Nicola Fan, with BNP's Diversity & Inclusion Committee Representative - Jason Ng as moderator. Herbert Smith Freehills and the American Women's Association also hosted She Objects screenings last week. To arrange a screening for your company, women's network, school or university, please contact [sarah.abbottLadner@twfhk.org](mailto:sarah.abbottLadner@twfhk.org).





### Metroplex Screenings

She Objects will be screened exclusively at [The Metroplex](#) in KITEC, Kowloon Bay from Oct 20-23. Screening times and ticket info will be available soon. Private screenings of She Objects at The Metroplex can also be arranged. To find out more, please email [stephanie.ko@twfhk.org](mailto:stephanie.ko@twfhk.org).

## IN THE COMMUNITY



### TWF at the Gender Equity Conference

Last Thursday, Jo Hayes - TWF's Director of Pipeline Initiatives and Brian Henderson - Co-Chair of TWF's Male Allies, spoke at the Gender Equity Conference, organised by FLEXImums and Back to Work HK. Jo and Brian shared with the audience TWF's initiatives that challenge gender stereotypes, develop the pipeline of female talent and engage men in the gender equity conversation.



### Congratulations to OSC/UBS NGO Leadership Programme Champion Deanie Chiu, TWF's Financial Controller!

Last Friday, TWF's Financial Controller, Deanie Chiu, partnered with Goods Co-Share's Matthew Lee to co-present their final project as part of this year's OSC/UBS NGO Leadership Programme. Congratulations to Deanie on being named the final project champion!

February 2016

FARSIGHT

## MODERN SLAVERY IN EAST ASIA

Protecting the rights and promoting the autonomy of domestic migrant workers from Indonesia and the Philippines

### Macquarie's Project on Modern Slavery

Click [here](#) to read the FARSIGHT report on modern slavery spotlighting the challenges faced by migrant domestic workers in Hong Kong and Singapore, supported by Macquarie Group Foundation.



### Mercer Survey on A Thriving Workforce

TWF is delighted to support Mercer's '[A Thriving Workforce and What it Means for your Organisation](#)' online survey. Please participate in the survey before Oct 9, 2016 to get a free copy of the survey findings!

## TWF FUNDRAISING INITIATIVES - We Would Love Your Support!



### Isabella Wren Fundraiser for TWF

Drop by the Mandarin Oriental on October 5 for a private sale by Isabella Wren - one of HK's leading brands for custom-made ladies fine tailoring. 50% of the proceeds will be donated to TWF. Many thanks Isabella Wren for their generous support!

**DATE:** Wednesday, October 5, 2016

**TIME:** 4.00 - 9.00 p.m.

**VENUE:** Mandarin Oriental, 5 Connaught Road Central

**RSVP** [here](#) (limited places available)



### TWF Mischa Pins

To raise funds for our programmes, TWF is selling pins, specially designed for TWF by Michelle Lai - MISCHA founder. The beautiful black and gold enamelled pins featuring MISCHA's signature design can be purchased at TWF and partner events for HK\$50. We are looking for volunteers to help us with selling pins within their organisations and networks. Please contact Stephanie Ko at [stephanie.ko@twfhk.org](mailto:stephanie.ko@twfhk.org) to find out more.

## WHAT WE'RE READING

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

- [How Men & Women See the Workplace Differently](#) (Wall Street Journal)
- [Male Allies in the Workplace: The First Step Is Admitting There's A Problem](#) (Forbes)
- [Women Entrepreneurs: Giving Credit Where It Is Due](#) (Goldman Sachs)
- [After Malala: Shiza Shahid's Plan To Change The World For Good](#) (SCMP)
- [How Banning Books Marginalizes Children](#) (The Atlantic)
- [Finding Flexibility In Flex Workplace Strategies: A Case Study From Westpac](#) (Deloitte)

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