

Dear Lisa

Further to last week's Connect when we congratulated the 12 women members in the next LegCo, we have been following news reports that Regina Ip has apparently snubbed invitations to be the next LegCo President saying that handling procedural matters is not the kind of job she is interested in and she would rather focus on policy agendas. While some are speculating that her position is also motivated by her intention to run for Chief Executive, whatever the reason, we are heartened by the example of a powerful woman drawing a line in the sand for women everywhere who tend to be the ones who end up doing the "office housework".

Even today, women are disproportionately given the administrative tasks, menial jobs and undervalued assignments - they are expected to order food, take notes in meetings and join thankless committees at far greater rates than their male peers. This holds women back by undercutting their authority and devouring time they could spend on more valued projects.

Whether it's Sheryl Sandberg and Adam Grant's essay in the New York Times on "[Madam CEO, Get Me A Coffee](#)" or "[Taking Notes Isn't 'Women's Work': What To Do When You're The Default Admin](#)" by Rikki Rogers in Forbes or Joan C. Williams on "[Sticking Women with the Office Housework](#)" in The Washington Post, it's clear we have to get women out of office housework and onto more projects that really matter, both to them and to their companies, if we want more women to be successful in reaching positions of influence.

As Sheryl Sandberg and Adam Grant observe: the sad reality in workplaces around the world is that "women help more but benefit less from doing so. In keeping with deeply held gender stereotypes, we expect men to be ambitious and results-oriented, and women to be nurturing and communal. When a man offers to help, we shower him with praise and rewards. But when a woman helps, we feel less indebted... The reverse is also true. When a woman declines to help a colleague, people like her less and her career suffers. But when a man says no, he faces no backlash. A man who doesn't help is 'busy'; a woman is 'selfish.'"

Companies can avoid the office housework gender bias by assigning communal tasks evenly to ensure that support work is shared, noticed and valued instead of relying on volunteers for tasks like note taking. At the same time, women need to feel comfortable just saying no - like Regina Ip - or they can consider the [four strategies](#) suggested by Simmons College professor Deborah Kolb and leadership and gender consultant Jessica Porter. To avoid being cast as the grunt and instead turn the situation to their advantage, they suggest women calculate the opportunity cost to their careers, demonstrate the value of their help and use this data to negotiate for a promotion or pay rise, or worst case - build in reciprocity for the future. Sheryl Sandberg and Adam Grant also encourage men to speak up to help solve the gender gap and workplace bias issues: "Men can use their voices to draw attention to women's contribution. Men can also step up by doing their share of support work and mentoring."

As always, we would love to hear your views on this topic. Please write to me at [su-mei.thompson@twfhk.org](mailto:su-mei.thompson@twfhk.org).

Warm regards

Su-Mei Thompson  
 CEO, The Women's Foundation

## UPCOMING EVENTS



### Special Screening for Corporate Partners & Donors

Please join us for a special screening of She Objects followed by a panel discussion featuring Annie Ho, Clinical Psychologist, George Chen, Head of Public Policy, Hong Kong and Taiwan, Facebook and Su-Mei Thompson, CEO, TWF. Light refreshments will be served thanks to the generous support of UBS.

**DATE:** Tuesday, September 20, 2016

**TIME:** 6.45 - 8.45 p.m.

**VENUE:** UBS Auditorium, 52/F, 2 International Finance Centre, Central

**REGISTER [here](#).** Tickets are HK\$200 per person. All proceeds will go to TWF's Media Literacy Programme in secondary schools and universities.

### 30% Club Annual Boardroom Lunch: Tables Going Fast!

Join us for the fourth 30% Club Boardroom

## BOARDROOM LUNCH

FOURTH LUNCH OF THE SERIES



Lunch which brings aspiring and accomplished women directors face to face with chairmen, CEOs and advisors to Hong Kong's leading companies for simulated boardroom discussions on key issues facing boards today. This year's keynote speaker will be Dr. Dame Rosanna Wong Yick-ming, DBE, JP, Executive Director of The Hong Kong Federation of Youth Groups; National Committee Member of the CPPCC; and INED of the Hongkong and Shanghai Banking Corporation, CK Hutchison Holdings Limited and The Hongkong and Shanghai Hotels, Limited among many other public and private sector appointments.

**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

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

**NOV 15 | TUE**  
**SAVE THE DATE**  
THE WOMEN'S FOUNDATION  
GALA DINNER 2016

FROM 7.00PM | JW MARRIOTT HOTEL | ONE PACIFIC PLACE, 88 QUEENSWAY

- CHALLENGING GENDER STEREOTYPES
- INSPIRATIONAL SPEAKERS
- ENTICING DRAW PRIZES
- DELECTABLE FOOD AND WINE
- EARLY BIRD TICKET PRICES

### Save the Date! TWF Gala Dinner 2016

Mark your calendars for TWF's signature Gala Dinner featuring inspirational speakers, luxury prizes and live entertainment - stay tuned for more details!

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

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

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

## TWF PROGRAMME UPDATES



### Mentoring Programme Graduation!

Last Thursday, we honoured our 2015-2016 graduating cohort of TWF's Mentoring Programme in an entertaining and touching evening. Many thanks to Carlo Imò and Martin Cerullo for their inspiring remarks and congratulations to all our graduates. We look forward to Staying Connected through our expanding Alumni Network.



### Life Skills Programme Year 6 Kick-Off

Last Friday, TWF kicked off Year 6 of our Life Skills Programme with a well-received student workshop in St Catharine's School for Girls. Over the new 12-month cycle, we look forward to partnering with six schools and offering more than 670 sessions of in-class workshops for 1,600+ students.



### Life Skills Programme Talk Featuring USDA's Alexis Taylor

Last Friday, Alexis Taylor, Deputy Under Secretary for Farm and Foreign Agricultural Services at USDA, gave an inspirational talk to 60 Form 5 and 6 students from Holy Trinity College. During the Q&A, the enthusiastic students posed questions on trends in bio-tech, gender discrimination and work life balance.



### T.E.E.N. Update

Last Saturday, our TEENs visited the Family Planning Association and Equal Opportunities Commission. Through participating in interactive workshops and case discussions, the TEENs explored how stereotypes on gender and diversity can affect society and



influence their self-esteem, self-expectations and behaviour.



### Watch She Objects at 2016 Sundance Film Festival: Hong Kong

Catch She Objects during the Festival at The Metroplex on September 25 and 29. Nicola Fan, Director of She Objects, will join the Q&A session after both screenings. Click [here](#) for more information.



### GirlSpark Camp 2017

GirlSpark is a groundbreaking 4-day programme run by Microsoft, Ivey Business School and TWF. Now in its fourth year, the programme exposes female undergraduates from HK's leading universities to a business case competition, mentoring from business, Government and NGO leaders and networking opportunities, to inspire them to become leaders in technology-related fields. Learn more about the camp on our [website](#) and encourage university students in your networks to apply!

**DATE:** January 2 – 4 & 6, 2017

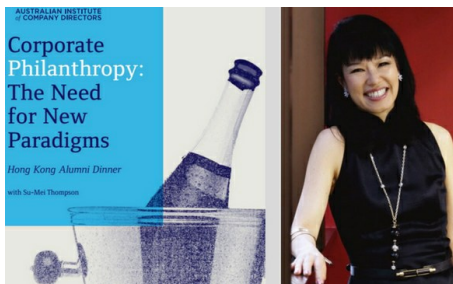
**VENUE:** Microsoft Hong Kong Office and Ivey Business School

## IN THE COMMUNITY



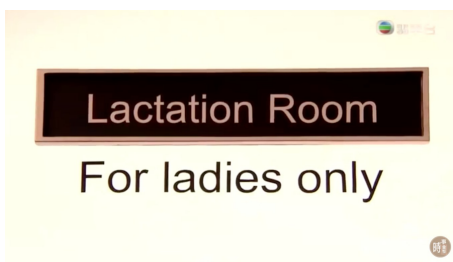
### Melanne Vermeer, Former US Ambassador-at-Large for Global Women's Issues, visits Hong Kong

Melanne Vermeer, former US Ambassador-at-Large for Global Women's Issues, was in HK last Friday and appeared in a lunchtime fireside chat hosted by Goldman Sachs. Later that afternoon, newly arrived US Consul-General Kurt Tong hosted a gathering for Ambassador Vermeer and women business and political leaders, including former Chief Secretary Anson Chan. Ambassador Vermeer's new book "[Fast Forward: How Women Can Achieve Power and Purpose](#)" includes a foreword by Hillary Clinton.



### AICD Hong Kong Alumni Dinner

Last Friday, Su-Mei, TWF CEO, was the keynote speaker at the Australian Institute of Company Directors' Hong Kong Alumni Dinner. Su-Mei drew on her experience on both sides of the corporate and NGO divide to share how corporate philanthropy urgently needs new paradigms going forward.



### TVB Spotlights Breastfeeding in the Workplace

Since last August, over 70 HK companies have committed to developing a breastfeeding friendly workplace to accommodate the needs of working mothers who are still nursing. Tune in [here](#) for a TVB programme showcasing Microsoft's breastfeeding facilities and policies.

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### Stay Motivated in a STEM Industry



## STAY MOTIVATED IN A STEM INDUSTRY

### panel

The Institute of Electrical and Electronics Engineers Women in Engineering Group invites you to a Stay Motivated in a STEM Industry panel discussion featuring Alice Li/Microsoft, Jeanne Lim/Hanson Robotics, Nancy Ting/Google and Vicki Dawkins/Emerson.

**DATE:** September 20, 2016

**VENUE:** HKUST Business School Central

**REGISTER** [here](#) by September 15, 2016.

Please contact [hongkongwie@gmail.com](mailto:hongkongwie@gmail.com) for more information.

Morgan Stanley



## Return To Work 2017

Return to Work 2017 in Hong Kong:  
You left the workforce and put your career on hold.  
Now it's time to start thinking about you again.

### Morgan Stanley Launches Return To Work Programme

Kudos to Morgan Stanley for launching their latest [Return to Work programme](#) in Hong Kong. The programme offers qualified participants paid 12-week internships starting from February 16, 2017. **Applications for the programme will close on October 2, 2016.**

Please click [here](#) for more details, including job descriptions, qualifications and requirements.

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

### GOLD FLAGS

CALL FOR SUPPORT



### Support TWF by selling Gold Flags at your office!

We are looking for opportunities to sell TWF Gold flags in offices to support TWF's Life Skills Programme for under privileged adolescent girls and boys in Hong Kong. We can provide a speaker, student ambassadors and cakes! To hold a TWF Gold Flag sale at your offices before September 30, please contact Sarah Abbott Ladner at

[Sarah.AbbottLadner@twfhk.org](mailto:Sarah.AbbottLadner@twfhk.org).



### 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:

- [Stop "Protecting" Women From Challenging Work](#) (Harvard Business Review)
- [What Programming's Past Reveals About Today's Gender-Pay Gap](#) (The Atlantic)
- [Girls Life Magazine: Mom Schools Editors Over Questionable Cover](#) (The Huffington Post)
- [How Unconscious Bias Is Affecting Our Ability To Listen](#) (Fast Company)
- [Tim Gunn: Designers Refuse To Make Clothes To Fit American Women. It's A Disgrace.](#) (The Washington Post)

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