

Dear Lisa

Following last week's Connect on Office Housework when we mentioned Regina Ip had apparently rejected overtures to be the next LegCo President role because handling procedural matters is not the kind of job she is interested in, we stand corrected - by Anson Chan no less - that the LegCo President's role is much more than administrative and procedural drudgery. Done well, it ensures impartiality, proper regard for due process, orderly proceedings and gives all LegCo members - irrespective of political affiliations - their proper say in accordance with standing orders. The President's role is particularly important when it comes to crucial voting on very important issues like constitutional reforms. For these reasons, in colonial times, the Governor himself was the President of LegCo. We thank Anson for writing in with her feedback and views!

This week, we are delighted to share a new report on [Avoiding The Merit Trap](#), published by Chief Executive Women and Male Champions of Change in Australia. The report highlights the pitfalls of "the paradox of meritocracy" whereby the more organisations promote themselves as meritocracies, the more they show greater bias towards men over equally qualified women because of a false sense of security on the part of managers who believe they are objective and don't examine their biases. The report also found that companies don't value the different attributes that women bring to teams and continue to reward leadership attributes more likely to be associated with men.

The report suggests that by acknowledging and confronting the merit trap head on, businesses will be able to access a wider talent pool and create diverse leadership. At TWF, we couldn't agree more. US Supreme Court Justice, Ruth Bader Ginsburg, tells a simple anecdote about merit and unconscious bias: "When I was growing up, there were no women in orchestras. Auditioners thought they could tell the difference between a woman playing and a man. Then some intelligent person devised a simple solution: Drop a curtain between the auditioners and the people trying out. And, lo and behold, women began to get jobs in symphony orchestras. When I told this story a couple of years ago, there was a violinist who said, 'But you left out one thing. Not only do we audition behind a curtain, but we audition shoeless, so they won't hear a woman's heels coming onstage.'"

If only finding 'gender blind' solutions was always so simple and practical! Here are a few steps companies can take to promote more equitable workplaces:

- Managers need to realise that the environment they think of as a meritocracy may not be quite so equitable and should seek feedback from their teams about their management style and whether this is inadvertently preventing or discouraging female colleagues and subordinates from speaking up or advancing their careers.

- Companies need to invest in building skills among their leaders and managers - male and female - to ensure they are adept at managing and celebrating the differences women and men bring to the table.

- Structures and interventions to manage bias need to be integrated at every stage of the employee life-cycle.

At TWF, our ever expanding body of work to advance women leaders reflects our commitment to tackle gender bias in the workplace working closely with our corporate partners, mobilising our 30% Club HK members and Male Allies to be male champions, and the many other pipeline programmes and initiatives we run. We know diverse leadership is strong leadership.

As always, we would love to hear your views on this topic. Please email me at su-mei.thompson@twfhk.org.

Warm regards

Su-Mei Thompson
 CEO, The Women's Foundation

UPCOMING EVENTS

MILLENNIALS WITH A MISSION LUNCH

WITH SHIZA SHAHID



Millennials with a Mission Lunch with Shiza Shahid

TWF is honoured to be partnering with Farhan Faruqui of ANZ to host a lunch this Friday for Millennials with a Mission featuring special guest Shiza Shahid. Shiza co-founded the Malala Fund with Nobel Prize winner Malala Yousafzai. At 27, she has been recognised in Time's and Forbes' "30 under 30" lists and is a prominent voice on girls' education and women's entrepreneurship.

TWF AND CLP PRESENT A LUNCH ROUNDTABLE

ON GIRLS AND ENGINEERING



TWF/CLP Roundtable on Girls and Engineering

TWF and CLP are hosting a lunchtime roundtable on Oct 3 to explore why girls in HK aren't opting to study engineering at university, what can be done to increase the number of girls applying and how we incentivise them to stay the course once they've started at uni. TWF will also share key findings from our pilot study on girls and STEM. Confirmed participants so far include engineering faculty from HK's leading universities. To find out more and to register your interest in attending the lunch, please email lisa.moore@twfhk.org.

BOARDROOM LUNCH

FOURTH LUNCH OF THE SERIES



30% Club Annual Boardroom Lunch: Nominate a Woman to Watch

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, HSBC, Lane Crawford Joyce, Li & Fung, Macquarie, MTR, PCCW, Slaughter and May and Swire alongside event sponsors Standard Chartered and KPMG. We are looking for another 20 talented women to watch to join the other 80 impressive women who have already signed up to attend the lunch. To nominate a C-suite woman leader or partner from a professional services firm, please contact Sarah at sarah.abbottladner@twfhk.org before September 23.

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.

EMPOWER WOMEN AND GIRLS

2016 GALA DINNER TUESDAY NOVEMBER 15

EARLY BIRD TICKETS NOW SELLING



TWF Gala Dinner 2016

Early bird tables and tickets are now on sale for TWF's signature Gala Dinner! Sponsored by Bloomberg and Facebook, this year's Gala will feature inspirational remarks by tech icons, delectable food and wine, live entertainment and a silent auction with enticing prizes. 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.

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 PROGRAMME UPDATES

「從校園到就業」 港鐵與年輕人共迎新挑戰

「從校園到就業」是TWF與年輕人共迎新挑戰的其中一個項目。此項活動旨在為年輕人提供一個平台，讓他們可以與專業人士交流，並了解各行各業的最新發展。活動內容包括：專業人士分享會、專題研討會、工作坊等。歡迎有興趣人士參加。

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MTR Corporation support for Girls Go Tech

As mentioned in an earlier Connect, TWF's Girls Go Tech programme was one of five projects selected for a MTR Corporation "Pathways to Employment" grant. Click [here](#) for the official media announcement which was released today. The MTR's support means we can provide free coding and foundational technology workshops to an additional 160 underprivileged secondary female students from four schools.



Two weeks to go to apply to join Yr 8 of the Mentoring Programme!

Our final two Info Sessions are taking place on September 23 and 26 - to attend, please sign up [here](#). If you have already attended an Info Session, please remember to submit your application form [here](#) before Friday, September 30. Good luck!

MALE ALLIES

THE WOMEN'S FOUNDATION

TWF Male Allies Meeting

We are looking forward to next week's TWF Male Allies gathering when we will hear from our 25+ Male Allies on the progress they are making with their plans to institute change within their organisations and in the broader community. Recent new joiners to the cohort include Weber Lo/Citi, Bruce Larson/Goldman Sachs, David Thomas/Manulife and Anthony Davies/Barclays. Welcome fellas!

MICROSOFT GIRLSPARK CAMP 2017

JAN 3-5, 7

EMPOWERING WOMEN IN ICT



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 3 -5 & 7, 2017

VENUE: Microsoft Hong Kong Office and Ivey Business School

SHE OBJECTS UPDATE



She Objects Partners & Donors Screening Tonight!

We are looking forward to a full house at tonight's She Objects screening kindly hosted by UBS. Many thanks in advance to everyone coming including our post-screening Q&A guest panelists, George Chen of Facebook and Annie Ho, Clinical Psychologist.



She Objects at Sundance

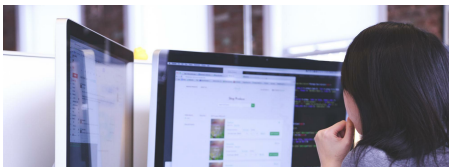
Catch She Objects during the Festival at The Metroplex on September 25 and 29. Nicola Fan, Director of She Objects, will join the Q&A session after both screenings. Click [here](#) for more information.



She Objects Community Screenings

Many thanks to the Zonta Club of Victoria for organising last week's screening of She Objects for their members and friends. Coming up we have screenings next week hosted by the American Women's Association and Herbert Smith Freehills. To find out how to host a screening for your company, women's network, school or university, please contact Sarah.AbbottLadner@twfhk.org

IN THE COMMUNITY



#ILOOLIKEADEVELOPER

TWF is happy to support General Assembly's #ilooklikeadeveloper coding event this Thursday, September 22. Curious about becoming a developer but don't think you have what it takes? Think again. Listen to a panel of women who made the switch and



write your first line of code! General Assembly's goal with #ilooklikeadeveloper is to demystify tech and get 500 women to write their first line of code by the end of the year. **REGISTER [here](#).**

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!



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 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:

- [To Succeed In Tech, Women Need More Visibility](#) (Harvard Business Review)
- [Sex Ed Is Required. Why Isn't Financial Education?](#) (CNN)
- [White House Women Want To Be In The Room Where It Happens](#) (Washington Post)
- [Miles To Go: Stepping Up Progress Toward Gender Equality](#) (McKinsey & Company)
- [These Illustrations Capture The Absurd Expectations Women Face](#) (Huffington Post)
- [How Parents Can Help Their Daughters Avoid The Financial Gender Gap](#) (Washington Post)

9A Chun Wo Commercial Centre, 23-29 Wing Wo Street, Sheung Wan
E. info@twfhk.org | W. twfhk.org | T. +852-2592-8265 | F. +852-2592-8264

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