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## Sexual Assault Awareness Month



Dear TWF Friends,

April is recognised as Sexual Assault Awareness Month. An estimated 1 out of 3 women across the globe has experienced sexual violence. While women and girls are the majority of victims, we recognise that people of all genders (including men) can be subjected to sexual violence. Gender-based violence is a deeply ingrained structural and systemic issue rooted in harmful gendered social norms and unequal power dynamics that harm everyone. It is a public health issue, a human rights issue and an issue that needs urgent attention and concerted action.

In Hong Kong, sexual violence continues to be a pervasive, deeply concerning problem. The Government noted a sharp rise in reported cases of rape and indecent assault for 2021, of 23% (79 cases) and 49% (1,018) respectively. Of these, 39% and 30% involved victims under the age of 16. There was also a concerning 29% increase in victims having met their perpetrator online.

But we know this is only a small snapshot of a much larger issue. A recent survey conducted by the Hong Kong Coalition on Women's Equal Opportunities found that 37.5% of women had experienced sexual violence in her lifetime, the majority (70%) by someone they know.

[Read More](#)

## UPCOMING EVENTS



**LEADING CHANGE**  
In Conversation with Angela Mackay, Global Publisher, FT Live;  
Managing Director, Asia Pacific, Financial Times

**APRIL 12, 2022**  
12.30-1.15PM  
ONLINE



**LEADING CHANGE**  
In Conversation with Angel Ng, Chief Executive Officer,  
Citi Hong Kong and Macau

**APRIL 27, 2022**  
12.30-1.15PM  
ONLINE

## Leading Change: In Conversation with Angela Mackay, Global Publisher, FT Live and Managing Director, Asia Pacific, Financial Times

Join TWF as we explore leadership and media with Angela Mackay, Global Publisher of FT Live and Managing Director of Asia Pacific at the Financial Times. She is a member of the FT's global board and holds several board positions across The FT Group portfolio. In her personal capacity, Mackay is a non-executive board member for the Centre for Heritage, Arts and Textile (CHAT) and the Australian Chamber of Commerce in Hong Kong. We will speak with Angela on leading through the pandemic, the future of traditional media and what needs to happen to move the needle on board gender diversity in the Asia Pacific region.

This event is part of Leading Change, TWF's three-part fireside chat series featuring women leaders in the dynamic fields of technology, media and finance.

April 12, 2022  
12.30-1.15pm  
Online

Sign Up

## Leading Change: In Conversation with Angel Ng, Chief Executive Officer, Citi Hong Kong and Macau

Join TWF as we explore leadership and financial services with Angel Ng, CEO for Citi Hong Kong and Macau. She is responsible for all the businesses across the Citi franchise in the two markets. Angel is a member of the Citi Asia Pacific Operating Committee and regional co-lead of the Citi Women Affinity Steering Committee. She serves as a board or committee member of many organisations, including: Financial Infrastructure and Market Development Sub-Committee under the Exchange Fund Advisory Committee; Board of Directors of the Hong Kong Science & Technology Parks Corporation and The Community Chest of Hong Kong; Council of the Treasury Markets Association, among many others.

In conversation with a recent graduate, Angel will discuss her career journey, driving gender diversity in financial services, leading through the pandemic, and the future of finance.

April 27, 2022  
12.30-1.15pm  
Online

Sign Up

## INTERNATIONAL WOMEN'S DAY UPDATES

### THOUGHT LEADERSHIP

by Fiona Nott

The Chief Executive Officer of The Women's Foundation on the barriers limiting men's support for the progression of equal opportunities for women in the workplace and broader society



A PLUS

### Engaging men as allies to advance gender equality

This year's International Women's Day campaign theme was #BreakTheBias. While this globally observed day aims to highlight the achievements of women and raise awareness of gender equality, it is important for individuals of all genders to understand the issues and work together as allies in changing organisational norms and structures that perpetuate gender gaps.

We cannot talk about advancing gender equality without including men in the conversation. Men comprise the majority representatives of boardrooms, c-suites and senior

be the primary caregivers and take up a greater share of household responsibilities.

Shockingly, these mindsets were more prevalent among younger men (aged 18-30), which debunks a commonly held myth that the gender gap will close naturally with successive generations. We need to engage younger generations on the issue.

This year's International Women's Day theme #BreakTheBias offered a timely reminder for what needs to be done – it's time for us to debunk the myths holding

### A Plus Magazine

In the latest A Plus Magazine, TWF CEO Fiona Nott discussed the barriers that limit men's support for the progression of equal opportunities for women in the workplace and broader society, and the importance of male allyship.

Read more [here](#).

### ACCA AB Magazine

ACCA AB Magazine quoted TWF's standpoint on HKEX's latest drive on board gender diversity that listed companies must appoint at least one director of a different gender. The HKEX reforms will open new opportunities for women and Hong Kong should now aim for 50% women on boards.

Read more [here](#).



MAGAZINE ▾ INTERVIEWS IN BUSINESS IN PRACTICE PUBLIC SECTOR TECHNICAL CAREERS COMMENT ACCA NEWS CPD

MARCH 2022 ISSUE

### Single-gender boards scrapped

HKEX's drive for diversity means that listed companies must comply by 2024

SHARE



### TWF Pipeline Initiatives Director Co-Facilitates Goldman Sachs IWD Event

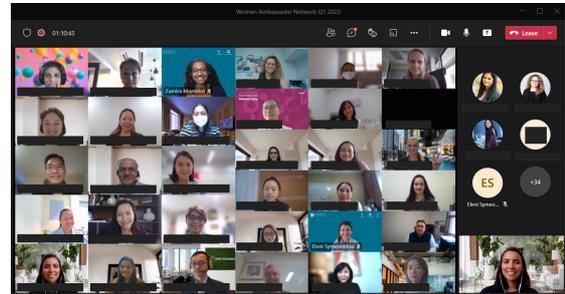
On March 23, TWF Pipeline Initiatives Director Eleni Symeonidou and TWF Male Ally Joshua Wang | Goldman Sachs co-facilitated a workshop entitled 'Stronger Together: Becoming Better Allies' as part of Goldman Sachs' International Women's Day activities.



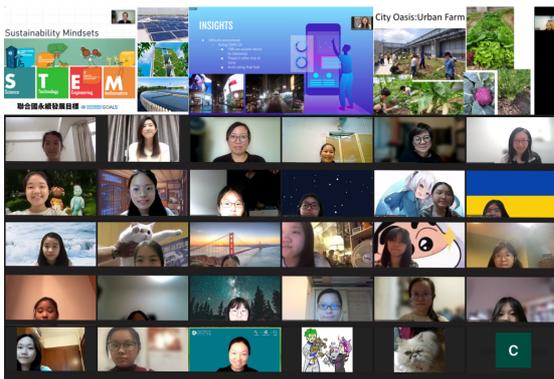
They spoke about the importance of allyship in the workplace, barriers to becoming gender equality champions, the work of TWF and explored issues such as visibility and inclusive leadership through a case study deep dive. Thanks to Chidie Yang and Gregory Thompson from Goldman Sachs who are also part of our Male Allies Initiative for organising the event and for their support.

### TWF Pipeline Initiatives Director Facilitates Allyship Workshop for Marriott

On March 15, TWF Pipeline Initiatives Director, Eleni Symeonidou, facilitated a workshop for Marriott's Women Ambassador Network as part of their IWD activities. The workshop looked at the barriers to gender equality, which was followed by a fireside chat with one of our Male Allies about his reasons for championing gender equality. Participants then engaged in group discussions on what actions they could take as individuals to build a more inclusive workplace.



## PROGRAMME UPDATES

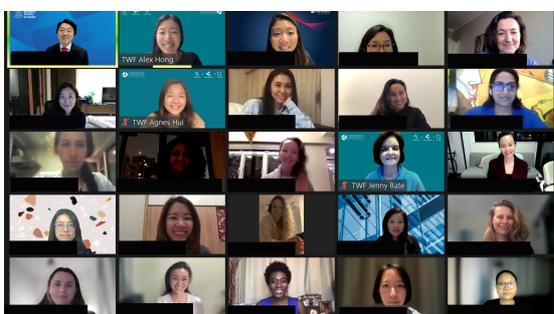


### Girls Go Tech: Career in STEM Webinar

On April 1, GGT Programme participants took part in a Career in STEM webinar titled 'Creating a City Oasis with Technology' co-organised by Hysan. Speakers Shirley Lui, Janice Wong and Rachel So spoke about their jobs in sustainability, digital marketing, and organic farming, and the types of technology used behind the scenes. Heartfelt thanks to Hysan for hosting the webinar and inspiring participants through featuring female role models!

### Male Allies Focus Groups: Regional Male Allies Networks

On March 29, our Male Allies joined a deep dive discussion on what to consider when expanding or launching their Male Allies networks at the regional level. Thank you to Joe Chu | Steelcase, Gabriella Zanzanaini | Macquarie and Sudesh Thevasenabathy | Manulife, our fantastic case studies who shared fantastic tips and best practices learned from setting up their own regional networks!



### Mentoring Programme: Leading with Purpose

On March 24, we had an inspiring and engaging session led by David S. Lee, Principal Lecturer at HKU Business School. During this interactive session, participants reflected on reconsidering purpose in their respective leadership journeys as well as exploring foundational questions that assist in determining purpose. A big thank you to David and all the

participants, who made this evening session so powerful and uplifting.

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## OPENING AT TWF

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### Manager / Senior Manager (Pipeline Initiatives)

TWF is seeking a full-time Manager / Senior Manager (Pipeline Initiatives) to join its dynamic team. This is an exciting opportunity to help amplify TWF's voice in the community and contribute to a range of programmes making an impact across Hong Kong. Applications should be received by **April 25, 2022**.

[Apply Now!](#)

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## MENTAL WELL-BEING

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As the COVID-19 situation continues to evolve, TWF will be providing resources to support your mental and physical well-being. Be sure to check back each week for new tools and activities.

- [Five Tips for Women Who Have Trouble Sleeping](#) (Greater Good)
- [Living with COVID-19 Coping with mixed emotions and wellbeing tips for home isolation](#) (Mental Health Foundation, NZ)
- [Coronavirus Parenting: Managing Anger and Frustration](#) (Child Mind Institute)

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## ON OUR RADAR

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### The Good

- [Ariana DeBose made history with her best supporting actress win at the Oscars](#) (Insider)

### The Challenging

- [In Focus: War in Ukraine is a crisis for women and girls](#) (UN Women)

### The Unexpected

- [Closing the blockchain gender gap calls for more than token inclusivity](#) (SCMP)

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