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## The Equality Conscious Tourist



Dear TWF Friends,

With summer and school holidays on the horizon, we know many people are looking forward to their travel plans. Efforts to travel greener and more ethically have given rise to the 'conscious traveller' – tourists who look to create positive long-term impact in the destinations they visit. Gender equality and women's empowerment is a significant part of this, and it is worth reflecting on some of the challenges women face in the tourism industry as well as opportunities for improvement.

Globally, women constitute a substantial 75% of the global workforce in the tourism sector and 52% in Asia and the Pacific. While there has been an increasing recognition of the importance of inclusion and diversity in tourism and increasing efforts to address gender inequalities in the sector, particularly with the launch of the latest guidelines and gender mainstreaming from the World Tourism Organisation, significant gender specific barriers remain.

**For those of us travelling over the summer, here are some ways you can support women in the tourism industry:**

- 1. *Prioritise Women-Owned Businesses and Services:*** When planning your trip, seek out accommodations, restaurants and tour operators owned or managed by women to help contribute to women's economic empowerment which helps break down barriers to entrepreneurship.
- 2. *Advocate for Equal Treatment and Opportunities:*** During your interactions with tourism providers, advocate for gender equality by asking about their policies on fair wages, workplace diversity, and opportunities for women. Expressing your support for inclusive practices can contribute to a culture of accountability and promote positive change within the industry.
- 3. *Participate in Responsible Tourism Initiative:*** Choose tour operators and activities that prioritise ethical treatment of workers, respect for local communities, and environmental sustainability.

## UPCOMING EVENT

### 20th Anniversary Gala Dinner 2024 - New Date Announcement!

Kindly take note of a change in date for our 20th Anniversary Gala Dinner, sponsored by Title Sponsor, Bloomberg. The event will now take place on **November 14, 2024**, at the Regent Hong Kong. This adjustment is due to a variety of external factors. Please mark your diaries with the new date and stay tuned for more event details!

For information on sponsorship opportunities, please contact [Phoebe.Ho@twfhk.org](mailto:Phoebe.Ho@twfhk.org) or [Development@twfhk.org](mailto:Development@twfhk.org).



## PROGRAMME UPDATES



### Boardroom Series: Navigating Risk and Crisis as A Director

Last month, TWF was delighted to have our Boardroom Series Contributing Sponsor White & Case take the Boardroom Series cohort through navigating risk and crisis as a director for our third workshop. Team members from the White & Case Capital Markets Practice Kaya Proudian, Ryan Tou and James Hsiao drew on their broad experience of legal challenges that directors face to take the group through how to deal with crisis as a director. A range of diverse case studies made for an interactive session with fruitful discussion and debate. Many thanks to the White & Case team for facilitating. Thank you to all our Contributing Sponsors for their support of the Boardroom Series for Women Leaders 2023-2024: White & Case, CVC Capital Partners, KPMG and Standard Chartered Bank.

### Mentoring Programme: Case Study on Diversity

On April 23, our Mentoring Programme participants had their fourth session of the Inclusive Leadership Curriculum: Case Study on Diversity. The session was filled with encouraging, engaging discussions and our cohort had the opportunity to gain insights on challenges faced when being a diverse and inclusive leader. Huge thanks to David Lee,



Associate Professor at HKU, for facilitating this interactive session.



## Male Allies: Caregiving

In our fourth Influencer Circle session, we explored the gendered nature of care work and its impact on working caregivers. In the Hong Kong context, we also looked at our aging population and the growing demand for eldercare as well as the reliance on migrant domestic workers as caregivers. Through case study discussions, our Allies brainstormed short-term and long-term actions that organisations can take to better support employees who are caregivers. Thank you to our IC Leads for facilitating these important conversations!

## Mentoring Programme Alumni: An Evening with Annoushka Ducas

On April 24, Mentoring Programme Alumni gathered in Soho House for an engaging event on the "Secrets of Entrepreneurial Success", featuring Annoushka Ducas MBE, founder of Links of London and Fine Jewellery by Annoushka. Moderated by Deepa Jivan, former chair of the TWF Mentoring Programme Advisory Council, Annoushka shared her invaluable insights on entrepreneurship, resilience, and the importance of giving back. Key takeaways included the importance of a good team and the power of persistence. Our heartfelt thanks go to Deepa, Annoushka and her team for making this enlightening evening possible!



## IN THE SPOTLIGHT



### TWF CEO Speaks for Time Auction

On April 24, TWF CEO Fiona Nott and Leontine Chuang, Partnership Manager at the Foundation for Shared Impact, led a session on AGM and Board Governance Practices for the Time Auction Co'asis #PeerLearning Series. Co'asis is a peer-powered community that empowers nonprofits seeking to build operational capacity and amplify impact. Fiona and Leontine demystified common misconceptions, clarified board roles and responsibilities, and offered insights to tackle board challenges faced by NGO leaders.



## TWF as Guest Judge for HKU Gender Studies Social Action Projects

Last month, TWF Communications and Advocacy Senior Officer, Désirée Fong, joined as a guest judge at the University of Hong Kong's Gender Studies department, where she helped evaluate social action projects of over 50 undergraduate students. The Social Action project requires students to develop a proposal on a gender-related issue, aiming to secure funding from a panel of judges. This experience contributes to their final grade and gives insight into the role NGOs play and how gender studies can prompt real social change. Thank you, Dr. Anna Marie Bautista | professor of Gender Studies, American Studies, and Comparative Literature at the University of Hong Kong, for the invitation!



## SUPPORT TWF!

The poster features a background image of a woman's face, likely Maggi Hambling, with a soft, painterly style. At the top left is the Women's Foundation logo. In the center, there is a logo for Howard's Folly, which includes a stylized building and the text 'HOWARD'S FOLLY'. The text on the poster reads: 'The Night: Exploring the Work of Maggi Hambling, CBE', 'Gain Unique Insight into one of Britain's Greatest Living Artists with a wine introduction and tasting led by Howard Bilton, Founder, Howard's Folly Wine', 'Thurs 16 May 2024', '6:30 - 8:00 pm', 'Pearl Lam Galleries', 'G/F and B/F Printing House', '6 Duddell Street, Central, Hong Kong', and 'Please RSVP to [development@twfhk.org](mailto:development@twfhk.org)'.

### TWF x Pearl Lam Galleries: Exploring the Work of Maggi Hambling

Join us for a fireside chat with Tze-wei Ng, Mentoring Programme Alumni, and David Chan, Curator, Pearl Lam Galleries for an exclusive exploration into the life of celebrated British artist Maggi Hambling, whose non-conformist, boundary-pushing career has influenced generations of artists. We will also be joined by Howard Bilton, owner and founder of Howard's Folly winery, who will serve and explain a range of his award-winning wines and how they combine wine, art and charity. Enjoy a glass of wine, small personalised tours of the exhibition and connect with the TWF community. A percentage of proceeds from purchasing Hambling's featured works at the event will be donated to support TWF's work.

#### Event Details

Thurs 16 May 2024  
6:30 – 8:00pm  
Pearl Lam Galleries  
G/f and B/f Printing House, 6 Duddell Street

The event is free of charge. Please RSVP to [Development@twfhk.org](mailto:Development@twfhk.org) to reserve your spot!

## ON OUR RADAR

### The Good

- [Are women-only tours a growing travel trend today? \(Tatler\)](#)

### The Challenging

- [Why Harvey Weinstein's rape conviction was overturned and what happens next \(Reuters\)](#)

### The Unexpected



- [Could South Korea's 4B movement destroy heterosexual relationships? \(Independent\)](#)

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