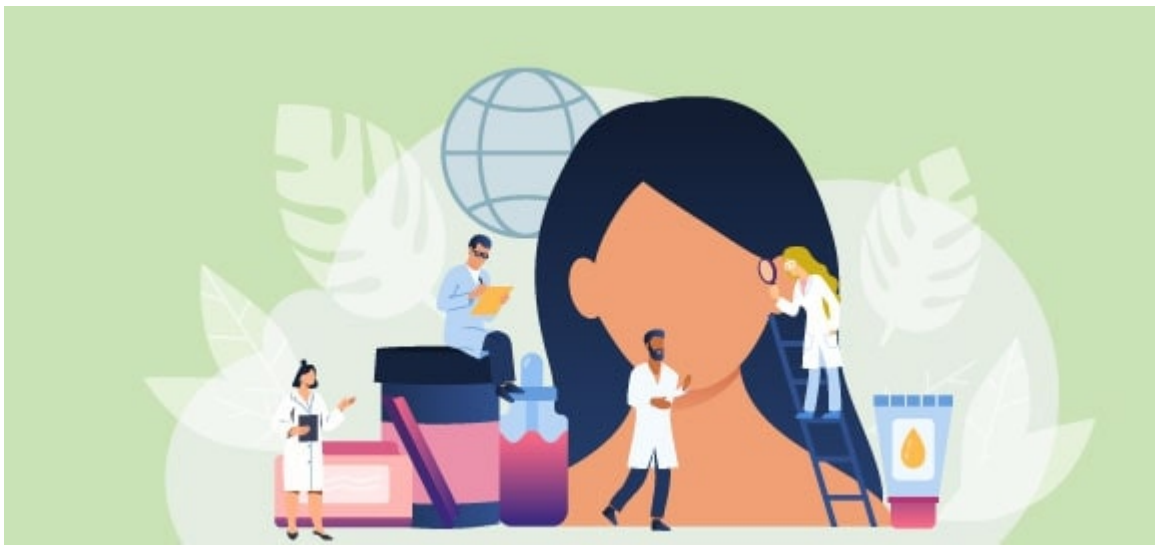




If you can't read this mail, click [here](#).

## Unveiling the Hidden Spectrum: Empowering Neurodivergent Women and Girls in Hong Kong



Dear TWF Friends,

In light of ADHD Awareness Month this October, it's important to recognise that there are many aspects of diversity that are not immediately visible. Key among these is neurodiversity, which remains in the shadows. Understanding and harnessing neurodiversity, along with acknowledging its gender implications, are essential to unlocking diverse perspectives and creating an inclusive environment. Neurodiversity refers to a range of differing conditions, each with their own unique characteristics, so we have chosen to focus on Attention Deficit / Hyperactivity Disorder (ADHD).

ADHD is a common condition that is characterised by hyperactivity, impulsivity and difficulty with concentration; in Hong Kong, this affects 6.4% of children and adolescents. On average, children with ADHD have poorer academic results and poorer social skills, and they have a higher likelihood of having mental health issues such as depression and anxiety as well as learning disabilities. This is why early diagnosis and treatment is key.

However, there are marked gender differences between how girls and boys experience ADHD. In a school setting, whilst boys may show more symptoms of hyperactivity and impulsivity such as jumping out of their seats or speaking when they aren't supposed to, girls tend to struggle with being unable to concentrate which can simply look like daydreaming or struggling with completing an assignment which can be harder to identify as ADHD. Girls are also more likely to develop social coping mechanisms that would hide their symptoms from family and friends.

### ***Reflect & Act: Actions to takeaway***

- 1. Advocate for Inclusive Education and Support:** Support efforts to improve the education system and advocate for increased resources and training to ensure that

neurodivergent students, especially girls, receive the support they need to thrive.

2. **Recognise the unique challenges faced by women and girls with ADHD:** Advocate for early detection and intervention to ensure they receive the necessary support.
3. **Promote open conversations** about neurodiversity and mental health within families and communities to reduce stigma and facilitate early intervention, and how this affects genders differently, particularly girls.

[Read More](#)

## UPCOMING EVENT



### Gala Dinner 2023 – Limited Spots Available!

When does zero and one result in a world of technicolour opportunity?

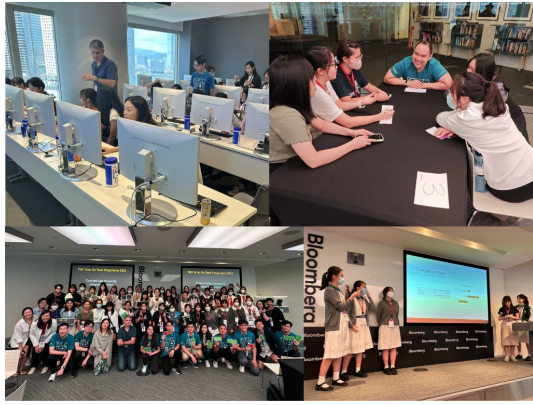
Join TWF for our Gala Dinner 2023, supported by Title Sponsor, **Bloomberg**, and Associate Sponsor, **Jardine Matheson**, where we venture beyond the binary code to explore opportunities to thrive in the technology revolution and the implications for gender equality.

The widespread adoption of AI and emergence of Web3 is fundamentally altering our social fabric, reconfiguring gender roles and forcing us to adapt and innovate in response to new technology at an unprecedented pace. Women's identities, too, in existing and emerging spaces continue to powerfully evolve beyond the binary. How these identities and forces interact is at the heart of our exploration.

On November 2, come celebrate with us at The Ritz-Carlton Hong Kong as we turn up the power, invite in the colour and embrace how we can **Power On: Beyond the Binary Code**.

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 UPDATE



## Girls Go Tech: Data Processing Excel Workshop

We co-organised a meaningful and insightful full-day workshop with Bloomberg. Forty participants from our Girls Go Tech Programme learned a variety of useful tools and advanced data analytics skills through an Excel tutorial workshop led by Bloomberg's trainers and volunteers. The participants then applied their newly acquired knowledge to analyse a set of global gender data. They used the insights gleaned from their analyses to create and deliver presentations that also included their own innovative solutions to address gender disparity in education. They also enjoyed a behind-the-scenes studio tour, gaining insights into the production of global financial news. A big thank you to the dedicated Bloomberg volunteers for hosting this workshop!

## IN THE SPOTLIGHT

In Conversation: Cecilia Zhang and Ulrike Klemm on finding the perfect mentorship match

By Erica Fong | Oct 04, 2023



### Mentoring Programme Featured in Tatler

Tatler Magazine explores the transformative power of mentorship as Cecilia Zhang and Ulrike Klemm share their journey in our Mentoring Programme. The mentorship experience has empowered Cecilia to step out of her comfort zone and Ulrike to provide guidance with empathy. Their friendship has extended beyond the Programme and they continue to empower more women in Hong Kong.

[Read more](#)

## JOB OPENINGS

TWF has several full time opportunities for individuals to join its dynamic team to support a broad body work contributing to closing the gender gap in Hong Kong.

**Senior Operations Officer** - Apply by October 20. [Apply now!](#)

**Senior Programme Officer, Community Programmes** - Apply by October 21. [Apply now!](#)

## SUPPORT TWF!



## TWF x Touch Gallery – Her Stories Unveiled: Art Charity Exhibition

TWF and Touch Gallery proudly join forces to curate a captivating exhibition entitled "**Her Stories Unveiled: Art Charity Exhibition**". This collaboration aims to empower women, celebrate the creativity and inspiration of female artists, and champion the cause of gender equality.

By bringing together the realms of art and charity, Touch Gallery aims to foster a connection between the Hong Kong art community and philanthropic endeavours, while raising awareness about women's welfare.

Touch Gallery will donate 30% of the proceeds from all sold silent auction items to TWF. Please help us raise critical funds by participating in the **auction**. The online auction will close at 19:00 on November 4, 2023.

**Exhibition Period:** 5/10 – 4/11 (Close on Sun, Mon and public holidays)

**Venue:** Room 202- 203, 103, Block 3 Barrack Block, Tai Kwun, Hong Kong

[Browse the artwork here!](#)

## IN THE COMMUNITY



### What The Fog\*

TWF is pleased to support Hong Kong's first Menopause festival: **What The Fog\*** hosted by The Menopause Space and FemTech Association Asia. The programme includes a keynote by our CEO Fiona Nott, panels on The Impact of Menopause on Health, The Impact of Menopause at Work and The Impact of Menopause at Home. It will be held at **WLAB, Club Wheelock X The DO** in Quarry Bay on **October 18, 2023, from 2-7 pm**. If you would like to bulk purchase over 10 tickets, a 10% discount will be offered. Please contact [info@themenopausespace.com](mailto:info@themenopausespace.com) for details.

[Get your tickets now!](#)

## ON OUR RADAR

The Good

- [Katalin Karikó becomes 13th woman to win Nobel Prize in Medicine \(Women's Agenda\)](#)

### The Challenging

- [Uncertainties abound after landmark Hong Kong court ruling on same-sex partnerships. What exactly will change for couples, and when? \(SCMP\)](#)

### The Unexpected

- [Girl math vs. Boy math: an insight into the internet's tit-for-tat battle of the sexes \(Salon\)](#)

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9A Chun Wo Commercial Centre, 23-29 Wing Wo Street, Sheung  
Wan, Hong Kong



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