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A Legacy of Strength in Kindness



Dear TWF Friends,

Stepping down from her role as Prime Minister of New Zealand, Ardern has shown the world a new model of leadership, both in the way that she governed while in office and also in her decision to step away. With her slogan 'be strong, be kind', she advocated care and unity, while being decisive on challenges like the COVID pandemic and gun control. Her empathy demonstrated that there is more than one way to lead. While attributes commonly associated with leadership include confidence and strength, she talked about compassion and self-doubt.

Announcing her decision to step down last month, she cited burnout, reflecting on the challenges faced during her tenure and her ability to continue to serve the best interests of her constituents. Despite her decision reflecting a mindful and considered approach to leadership and personal well-being, the BBC published a now-redacted article with the headline "Jacinda Ardern Resigns: Can Women Really Have it All?". This headline reinforced a harmful trope that, as NYT journalist Jessica Grose notes, expects women to "sacrifice our entire lives and our health on the altar of ambition and outward metrics of success or financial reward." This echoes many of the double standards that Ardern faced while in office and other female leaders around the world continue to face, with clichéd questions about her ability to work and parent (a subject rarely broached with male leaders), along with myriad judgements about her age, her appearance, and her partner's decision to be a stay at home dad among others.

[Read More](#)

UPCOMING EVENT



International Women's Day Lunch – Join Us!

Sponsored by Associate Sponsor, **Citi**, this year's IWD Lunch will focus on the theme '**The Outliers | Groundbreaking Women**'. Outliers celebrate success stories of women who have cultivated legacies in male dominated spaces, and show the possibility for others to forge their own paths. Women and non-binary individuals have always been outliers, existing on the margins of systems, structures and institutions. We all need to work together to rethink and rebuild these workplaces and industries to be inclusive and accessible to all.

We are pleased to feature a panel discussion including speakers **Lily Cheng**, Hubel Labs Founder & Public Board Director and **Gigi Chao**, Cheuk Nang Holdings Vice Chair & LGBTIQ advocate; moderated by **Damien Mooney**, Managing Director, BlackRock, as well as heart-warming stories from programme participants.

To book your tickets or tables, please contact Phoebe.Ho@twfhk.org, or development@twfhk.org.

PROGRAMME UPDATES



Girls Go Tech: Discover STEM for Your Future Inter-school Event

GGT participants attended the GGT Discover STEM for Your Future inter-school event co-organised by State Street to learn about the application of STEM in different industries and occupations. Participants met with corporate volunteers during the networking session and to learn about how STEM is used in their jobs and industries. This was followed by a blockchain workshop, where participants learned about the Metaverse, NFTs, and created their own crypto wallets. A huge thank you to our volunteers from State Street, Arup, Bloomberg, CLP Power, DLA Piper, Macquarie, Meta, and Steelcase for this wonderful event, as well as the GGT Participant Advisory Group member, Priscilla Cai, for being the MC for the event!

Male Allies Influencer Circle: Intersectionality

This week in our Influencer Circles, participants are delving into intersectionality. Particularly looking at the intersection of gender, socio-economic and educational backgrounds, and how to address biases surrounding these demographics in the hiring and promotion processes. Thank you to our IC Leads for facilitating these discussions!



GOVERNMENT SUBMISSION

2023-24 Budget Public Consultation Response

We submitted a response to the 2023-24 Budget Public Consultation with the recommendation to increase funding in areas that are critical to address current challenges and inequalities that will support the women and girls of our city. Our recommendations focused on addressing the areas of poverty, eldercare, workforce participation, gender stereotypes, vulnerable groups, sexual & domestic violence, and conducting city-wide research.

Read our full submission [here](#).

IN THE SPOTLIGHT



TWF Workshop at SCMP DEI Summit

We hosted a workshop on gender equality and allyship as part of the inaugural SCMP Hong Kong Diversity, Equity and Inclusion Summit organised by the South China Morning Post SCMP in close collaboration with the Inclusion Collective. Facilitated by Eleni Symeonidou and Lisa Moore, participants learned about challenges facing women in the workplace and how gender equality benefits everyone. They then engaged in an exercise around privilege before using an allyship framework to brainstorm actions they could take to create more inclusive, gender equal workplaces at the individual and company level.

IN THE COMMUNITY



Join Lily Cheng, Public Board Director, on a Web3 Learning Quest

TWF is thrilled to support Lily Cheng, founder of Hubel Labs and INED for numerous public / regulated companies, as she deep dives into Web3. From January to April 2023, she will be undergoing 120 hours of technical study into blockchains, crypto, NFTs, smart contracts and more via the Stanford School of Engineering XCS251 Curriculum and will be sharing distilled learnings aimed at non-technical corporate executives / directors.

Join her by [signing up here](#)
For more details, [visit this post](#)

Everyday Behaviour Project: HK Women Lawyers Face Gender Bias at All Levels

A first of its kind survey jointly conducted by Women in Law Hong Kong (WILHK) and Mayer Brown reveals that women lawyers at all levels of seniority encounter gender disparity in the Hong Kong legal sector. The project examined the everyday, subtle and often unintentional comments and interactions that may accumulate and contribute to gender inequality. Female respondents shared experiences of gender bias including being often “advised” to change career paths due to their gender. Read the survey report for the key findings and recommended actions for the legal industry.

[Read more](#)



Societe Generale Returnship Programme in Asia Pacific – Applications Open!

TWF is pleased to support Societe Generale Returnship programme, which is now open for applications to welcome experienced professionals from diverse backgrounds to relaunch their career.

The programme offers participants a 6-month paid working opportunity in several locations across Asia Pacific. During the programme, returners will fully integrate and work along Societe Generale teams, uplifting their skills and knowledge in a flexible yet empowering working environment.

The programme includes a tailored support for returnees to develop their full potential through training and mentoring, and creates opportunities for the future as upon completion, it can lead to the possibility to join Societe Generale's teams permanently.

Find out more and apply today!

[Read more](#)

JOB OPENINGS

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

Development and Administration Officer - Apply by February 10, 2023. [Apply now!](#)

Communications Officer - Apply by February 10, 2023. [Apply now!](#)

Programme Officer / Senior Officer (Pipeline Initiatives) - Apply by February 17, 2023. [Apply now!](#)

ON OUR RADAR

The Good

- [Hong Kong trans men win appeal against gov't ID card amendment policy in landmark ruling \(HKFP\)](#)

The Challenging

- [‘Diarrhoea every day’: skinny K-pop star-mad Hong Kong man spikes girlfriend’s daily milk with laxative to make her lose weight \(SCMP\)](#)

The Unexpected

- [We asked ChatGPT to write performance reviews and they are wildly sexist \(and racist\) \(Fast Company\)](#)
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