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## Policy Priorities and Progressing Gender Equality



Dear TWF Friends,

The office is buzzing with preparations for next week's Gala Dinner and we look forward to seeing many of you there.

This event is critical in terms of raising funds to expand the reach and impact of our programmes but it also offers an opportunity to showcase the breadth of issues we focus on that are adversely impacting the women and girls of this city. Tackling these issues requires collaboration with all sectors which underpins everything we do, so it is in this spirit that we examined the Chief Executive's Policy Address.

Here are four highlights we think have the potential to help advance gender equality in Hong Kong:

- **Increased funding for women's focused projects:** We were heartened to learn of the substantial increase in funding for the Women's Commission as well as the establishment of a Women Empowerment Fund to subsidise community projects that enable women to be better able to balance work and family commitments, which may provide a much-needed boost to our female workforce participation rate.

[Read More](#)

## UPCOMING EVENT

### Stay tuned! TWF Gala Dinner 2022 - From Here We Lead

Whilst tables are sold out, please stay tuned for more information on how you can support our Gala Dinner 2022! To stay updated, follow us on [Instagram](#), [Facebook](#) and [LinkedIn](#).

Sponsored by Title sponsor **Bloomberg** and Associate

## Gala Dinner 2022

November 10, 2022 | JW Marriot Hong Kong | 6:30 - 10:00pm

FROM HERE WE LEAD



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sponsors **Jardines** and **Meta**, the event will feature conversations around the theme '**From Here We Lead**'.

We stand on the precipice of change: social, environmental and technological. Already, we can see the widespread effects of these developments - particularly for our most vulnerable populations including women and girls. We are now on new ground to cultivate the future we all deserve – a future with thriving workplaces, cleaner skies and happier families. From here, we lead the future with bold, innovative solutions to foster a more gender equal and inclusive city for all. Join us to transform our city into an inclusive, gender equal reality for everyone.

## PROGRAMME UPDATES

### Step into STEM Scholarship Insights Day

On October 28, over 50 GGT participants and school teachers attended an Insights Day, organised as part of Morgan Stanley's Step into STEM Scholarship Scheme in collaboration with TWF. Hosted at Morgan Stanley's office, participants had the opportunity to learn more about how this Scholarship supports GGT participants pursuing a STEM-related undergraduate degree at a university in Hong Kong. At a panel discussion, two Morgan Stanley associates, Ann Tsui and Minyu Chen, as well as Dr Ray Cheung, a professor at City University of Hong Kong, shared insights with participants about the many future opportunities that they can explore with a degree in STEM. Many thanks to Morgan Stanley for hosting this event!



### Gender Equality and Inclusion Working Group - Session 1 Microaggressions

On October 26, the Gender Equality and Inclusion Working Group met for our first session on Microaggressions. We explored different forms of microaggressions in the workplace, their intersectionality and impact, and exchanged recommendations on how organisations can address them in the workplace. We were kindly hosted by Swire at their beautiful Blueprint space. A big thank you to Olivia Wong and Brian Downie from MTR, and Alisha Fernando from Bloomberg for their open and honest sharing as our case studies.

### Mentoring Programme: Final Icebreaker

The 22/23 Mentoring cohort had an energising speed-dating session on October 25. After the icebreakers, the important next phase, the pairing will begin which is also the most exciting part of the Programme. We look forward to seeing what this cohort will achieve in the year ahead. Thank you to all the participants for taking the time to attend the icebreaker, and joining us



to build a more gender inclusive community in Hong Kong. Thank you to The Do@WLAB for hosting us and for your warm hospitality.



## Reverse Mentoring Programme Launch

On October 19, we launched our 22/23 Reverse Mentoring Programme, kindly hosted by BNP Paribas. We are incredibly excited to bring together 30 participants, which include alumni protégés from our Mentoring Programme for Women Leaders as mentors, with Male Allies as mentees. Thank you to a great group and to our Reverse Mentoring Alumni, Jason Lui | BNP Paribas and Rebecca Spence | The Hong Kong Jockey Club, for their sharing as well!

## IN THE SPOTLIGHT



## TWF CEO Speaks at The Marketing Society Event

Last Thursday, TWF CEO Fiona Nott joined a fireside chat hosted by The Marketing Society for its Hong Kong Conference 2022. Moderated by Hina Wainwright | adm Group, they discussed how to make gender equality a reality in both the Hong Kong business and marketing cycle - from the boardroom and employee engagement to advertising and communications.

## TWF Board Diversity Article Published in Business Chief

Reflecting on the latest HKEX listing rules and the increasing importance of implementing stronger corporate governance regimes around the world, TWF CEO Fiona Nott discussed why Hong Kong must seize the opportunity to make the city a leader on board diversity, as well as the ways companies can change their current approach to boost the number of female directors.



[Read more](#)

## SUPPORT TWF!



## "Stamp Beauty" NFT Sales in Support of TWF

Created by Hong Kong artist Sophia Hotung, the "Stamp Beauty" colourways collection features Sophia the Robot and the iconic Hong Kong skyline, and forms the foundation for the "Future Values: Imagining Digital Gender Equality" NFT collaboration.

"Stamp Beauty" is available in five colours – Lilac, Mustard, Teal, Vermillion, and the exclusive collectors' piece in Charcoal. Lilac, Mustard, Teal and Vermillion are available for sale at HK\$500 per piece in up to 100 issues of each colour.

Consider supporting us and owning your own uniquely Hong Kong, future forward, and

The Charcoal Edition will be gifted as an exclusive

gender equality promoting NFT!

[Buy Lilac “Stamp Beauty”](#)

[Buy Mustard “Stamp Beauty”](#)

[Buy Teal “Stamp Beauty”](#)

[Buy Vermillion “Stamp Beauty”](#)

collector's item to the **first 25 collectors** who purchase the four other colours (Lilac, Mustard, Teal, and Vermillion). A portion of the proceeds raised will go towards TWF's programmes, research and advocacy for women and girls in Hong Kong.

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## IN THE COMMUNITY

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### AVCJ Diversity & Inclusion Forum

TWF is pleased to support the AVCJ Diversity & Inclusion Forum, which brings together senior alternative investment professionals across the globe for a half-day of insightful and meaningful discussions on the key learnings, best practice and top issues surrounding diversity, equity and inclusion in the regional private equity and venture capital industry. TWF supporters receive a 15% discount — please use VIP code **DITWF** for registration.



14 November 2022, 13.30 (SGT)  
Four Seasons Hotel, Singapore & Online

[Register now!](#)

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## ON OUR RADAR

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### The Good

- [Sam Smith and Kim Petras are first nonbinary and trans artists to reach number 1 on Billboard chart \(CNN\)](#).

### The Challenging

- [Having an IUD inserted can be excruciatingly painful. Why aren't women being warned or given stronger pain relief? \(ABC\)](#).

### The Unexpected

- [The crash dummy aimed at protecting women drivers \(BBC\)](#).

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