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To Achieve Gender Equality, We Must Examine Race



Dear TWF Friends,

Yesterday marked the UN's International Day for the Elimination of Racial Discrimination, to raise awareness of the marked prevalence of racism across the globe and its deleterious impact on the individuals and communities it harms; equally important, it also serves to remind us of the ways in which eradicating this would benefit all of us.

People of colour face systemic barriers in education, employment and justice, and are disproportionately represented in lower income groups, with poorer health outcomes. Hong Kong is no exception, with people from ethnically diverse backgrounds facing a range of issues from education and housing to employment and microaggressions. We know from working with ethnically diverse students in our TEENForGood Initiative that Chinese language fluency is a key barrier that affects their academic and daily lives. The Equal Opportunities Commission recently reported the troubling finding that almost a quarter of people surveyed agreed with the statement 'South Asians are capable of performing limited types of work' clearly indicating we have far to go in dismantling stereotypes and biases about people from certain races.

Racism intersects with other forms of discrimination including gender. In the workplace, racism still holds women of colour back. A global survey from Deloitte recently found that while gender discrimination impacts most women at work, women in ethnically diverse groups are significantly more likely to experience microaggressions than the majority population.

[Read More](#)

UPCOMING EVENT



Gala Dinner 2023 – Save the Date!

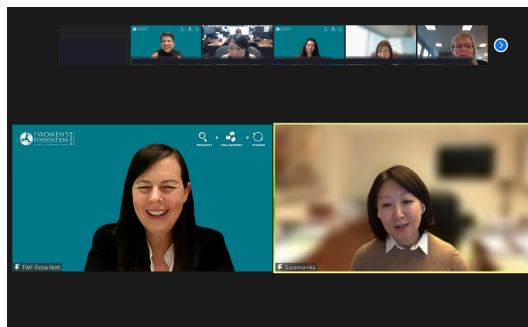
We are excited to be hosting our in-person Gala Dinner sponsored by Title Sponsor, **Bloomberg**, on November 2, 2023, at The Ritz-Carlton Hong Kong. We hope you can mark this special occasion in your calendar. More details to follow!

For information on sponsorship opportunities, please contact Phoebe.Ho@twfhk.org or Development@twfhk.org.

PROGRAMME UPDATES

Boardroom Series: Meet the Director

Last Thursday, we invited Susanna Hui, Group Managing Director of HKT, for the second installment of our Meet the Director Boardroom Series event. She sat down for a fireside chat with TWF CEO Fiona Nott and an audience Q&A, where we learned about her early career and journey to becoming a board director. She also shared some insightful stories about the obstacles she faced as a female board member and the lessons learned along the way. Thank you to our Lead Sponsor Standard Chartered Bank and our Contributing Sponsors Baker McKenzie, DLA Piper and KPMG.



Mentoring Programme: Empathetic Leadership

On March 14, we hosted our third Inclusive Leadership Curriculum workshop on empathetic leadership for our 22/23 Mentoring cohort. In the workshop, the participants learnt why empathy and compassion matter in leadership and how to be empathetic leaders by practicing mindfulness and deep listening. The workshop also covered how gender plays a role in empathy and vulnerability in the workplace. Many thanks to Brian Henderson | Whole Business Wellness for sharing his insights, and our Corporate Partner, Morgan Stanley for hosting us!

INTERNATIONAL WOMEN'S DAY UPDATES



TWF CEO on Gender Pay Gap on TVB Pearl Magazine

Closing the gender pay gap is a critical step towards achieving gender equality and promoting a fair and inclusive society. TWF CEO Fiona Nott sat down with TVB Principal Reporter Zela Chin to shed light on this issue in the latest Pearl Magazine. Alongside other interviewees, they offer valuable insights on how we

can work together to close the gap and create a more equitable future for all women.

[Watch the programme here](#)

TWF CEO Participates in Clyde & Co Panel Discussion

On March 9, TWF CEO was featured as a panel speaker for an event to celebrate International Women's Day hosted by Clyde & Co. The other panellists consisted of Jenny Lau | Sino Jet, Chris Bowden | Cathay Pacific and Fei Kwok | Clyde & Co who shared their personal insights into creating a pathway for diversity, equity and inclusion in a workplace, and why it is crucial for any organisation to prioritise this issue. Fascinating to hear the panelists' views on how everyone and especially those in leadership positions plays an important role in building an effective ecosystem and being part of the change.



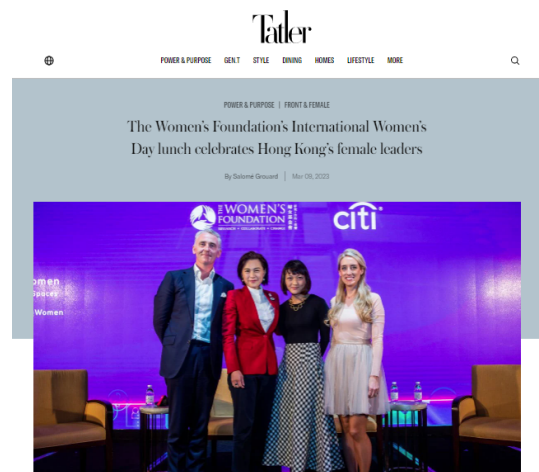
TWF Board Director Joanna Hotung Speaks on Brunswick's IWD Panel

On March 8, TWF Board Director Joanna Hotung participated in an International Women's Day panel discussion hosted by the Brunswick Women Network. Moderated by Yi Zhou | Brunswick and joined by Jessica Lee | HSBC and Lisa Foley | Brunswick, they discussed key challenges facing women in the workplace and core leadership skills, as well as shared personal anecdotes on difficult decisions they have made and advice to their younger selves.

Tatler Publishes Article on TWF IWD Lunch

Our International Women's Day Lunch 2023 was covered in an article by Tatler Front & Female, our Media Partner. The article highlighted the thought-provoking panel discussion on the challenges of cultivating female legacies in male-dominated spaces and also showcased the insightful sharing session by the participants of our social media marketing skills training programme.

[Read the article here](#)



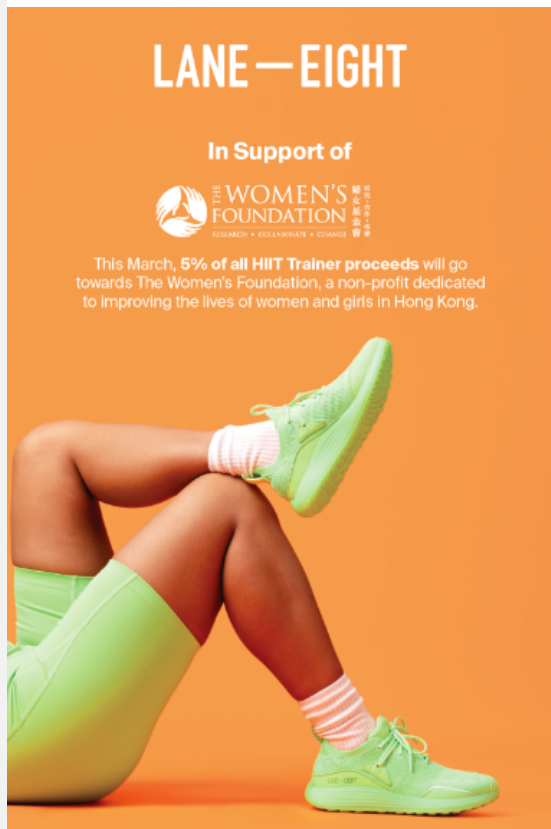
IN THE SPOTLIGHT



TWF Participates in ACcelerate Panel Discussion

On May 20, TWF CEO Fiona Nott and Board Director Claire Goodchild joined a panel discussion entitled "Do female leaders require mentorship / sponsorship to succeed?" as part of ACclerate 2023. Moderated by May Tan | ACcelerate and also featuring John Lee | UBS, panellists spoke about the distinctions between mentorship and sponsorship and their respective value for senior leaders of all genders from both an industry lens and personal experience.

SUPPORT TWF



Lane - Eight

This March, 5% of all HIIT Trainer proceeds from Lane - Eight will go towards TWF. Get yours here and support women and girls in Hong Kong!

[Buy now!](#)

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](#)

ON OUR RADAR

The Good

- [How stock exchanges can help Asia be a leader on gender equality and diversity \(SCMP\)](#)

The Challenging

- [Transgender people still unable to change sex on ID cards despite landmark legal victory, as Hong Kong leaves applications pending \(SCMP\)](#)

The Unexpected

- [葉萱Maple Yip 不只是受害者，她是吹哨人 \(Ming Pao\)](#)

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