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## Celebrating 20 Years of Impact - Join our Gala Dinner!



Dear TWF Friends,

At TWF, we believe that gender equality is both possible and achievable.

For 20 years, we have been an incubator of ideas, an innovator and a catalyst for change.

Collaborating across communities, we have empowered individuals and organisations to break barriers, shift mindsets and amplify change.

Together, we have achieved remarkable milestones, yet our journey is far from over.

Next Thursday at the Regent Hong Kong, we are gathering with our community to commemorate breaking barriers and reaffirm our commitment to the work ahead to create a gender equal future.

We are privileged to have **Bloomberg** as our Title Sponsor, **Citi** as our Executive Sponsor and **Jardines** as our Associate Sponsor. With a fantastic lineup of diverse guest speakers, storytelling by programme participants, entertainment and more, this will be a memorable evening as we come together for change.

Whether you have been with TWF for the whole journey or are new to our work, we invite you to join us. There are only a few tickets left – reach out to [Phoebe.Ho@twfhk.org](mailto:Phoebe.Ho@twfhk.org) to secure your spot by this Friday, November 8.

Gender equality is calling. Join us as we build our future, together.

## PROGRAMME UPDATES



### Girls Go Tech: Python Workshop

On October 26, we co-organised a workshop with Bloomberg, where GGT participants learned programming skills from trainers and volunteers. The participants then applied their newly acquired knowledge to create their own games. They were inspired by the insights shared by the panellists, who come from engineering and data fields, about their aspirations, careers, and the role STEM has played in their journeys. GGT participants enjoyed a behind-the-scenes studio tour, gaining valuable insights into the production of global financial news. A big thank you to Bloomberg and their dedicated volunteers for hosting this event!

### Boardroom and C-suite Leadership Programme: Finding Your Why Workshop

On November 5, our Boardroom and C-suite Leadership Programme cohort took part in a Finding Your Why workshop. A huge thanks to longstanding supporter of The Women's Foundation, Diana Wu David | The Future Proof Lab, for delivering an engaging discussion and leading the audience in embracing more agile mindsets and practices to position themselves for success on the journey toward making impactful contributions at the highest levels. Many thanks to Clifford Chance for generously hosting the event. Thanks to our Boardroom and C-suite Leadership Programme 2024-2025 Contributing Sponsors - KPMG China, CVC and RGA Insurance.



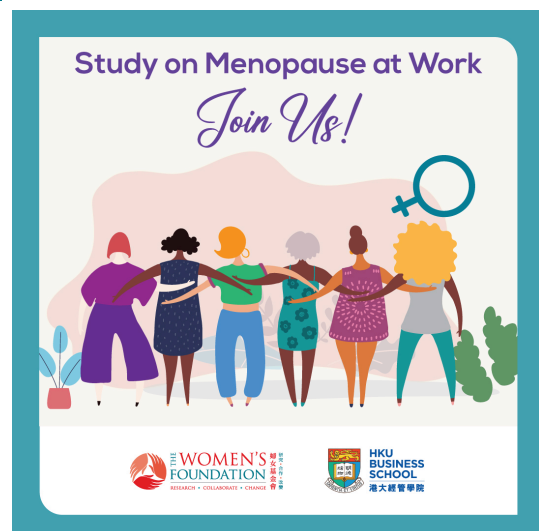
## TWF ADVOCACY

### HKU x TWF Groundbreaking Menopause at Work Study – Join us!

TWF is excited to be partnering with the University of Hong Kong's School of Business to study the impact of menopause at work. Led by Prof Bonnie Hayden-Cheng, this research aims to understand the challenges faced by individuals experiencing peri- / menopause, determine what individual and / or environmental factors mitigate its impact, and explore what the work implications are for employees during this transition.

#### Participants needed

If you are currently employed and believe you are



experiencing menopause or perimenopause, we would be thrilled to have you join our study.

### What's involved?

- One online baseline survey
- Online weekly survey check-ins
- One 6-month and 1-year follow up

### Benefits:

- Exclusive early access to findings
- Media spokesperson opportunities
- Be part of research that aims to create localised, practical and targeted recommendations for employers and community stakeholders

[Join our study now!](#)

## IN THE SPOTLIGHT

### TWF CEO speaks at Prudential plc's Women Aces in Leadership panel

Last Thursday, TWF CEO Fiona Nott spoke at the "Women Aces in Leadership" event, as part of the Prudential Hong Kong Tennis Open. The panel, featuring prominent figures from sports and business, discussed parallels between diversity, equity, and inclusion in sports and the workplace. The discussion highlighted the importance of role models, inclusive approaches, and building leadership pipelines. TWF extends heartfelt thanks to Prudential plc for the invitation to this inspiring event, which celebrated women's empowerment and leadership across various fields.



### TWF CEO speaks at The Law Society of Hong Kong's 'Embrace a Diverse Community' forum

On October 29, TWF CEO Fiona Nott spoke at the Embrace a Diverse Community Forum 2024, hosted by the Diversity and Inclusion Committee of The Law Society of Hong Kong. The forum, themed "Beyond Glass Ceilings: Women Leading with Vision," explored challenges and opportunities for women in leadership across various sectors. Alongside distinguished panelists including Angela Mak, General Counsel & Corporate Development Director | Hutchison Whampoa (China) Limited, and Dr Pang Yiu-kai, Chairman | Hong Kong Tourism Board and Chairman | Jardine Matheson, moderated by Committee Chair, Melissa Pang, Fiona discussed gender-specific barriers, diversity gaps, and strategies to foster inclusive cultures. The event also featured remarks from Linda Lam, Chairperson | Equal Opportunities Commission

key figures. We extend our gratitude to The Law Society of Hong Kong for hosting this important forum on women's leadership and gender equality.

### **TWF hosts Women's Health Panel at Techtronic Industries**

On October 25, TWF Research & Advocacy Senior Director, Lisa Moore and Communications & Advocacy Senior Officer, Désirée Fong participated in Techtronic Industries' Breast Cancer Awareness event, hosting a panel on women's health and inclusive leadership. Featuring experts Lisa Tarquini | The Menopause Space, Olivia Cotes-James | LUÜNA, and Dawn Chan | Sow Fertility, the discussion delved deep into the "3 Ms" of women's health in the workplace: Menstruation, Maternity, and Menopause. The panellists emphasised the critical need for inclusive policies that address women's health issues. They highlighted the importance of education and open dialogues in breaking down barriers and fostering a more inclusive workplace culture and the importance of leadership in championing these initiatives. Many thanks to our panellists and Techtronic Industries for facilitating this vital conversation in the workplace, paving the way for more comprehensive approaches to women's health and inclusive leadership in the workplace!



## **IN THE COMMUNITY**

### **TWF Supports HKCR's LIFT Programme: Nurturing Women Leaders in Sports**

TWF is proud to support Hong Kong China Rugby's LIFT Programme—an innovative initiative empowering women in rugby through comprehensive leadership training. The programme focuses on personal branding, public speaking, and networking skills, helping create a pipeline of confident, skilled women leaders in sports. The inaugural cohort's success demonstrates LIFT's potential to transform women's leadership in rugby and beyond. We're thrilled to continue our support and look forward to witnessing the far-reaching effects of this empowering initiative in the years to come.



## **OPENING AT TWF**

## Director / Associate Director, Pipeline Initiatives (Programmes)

TWF is seeking a full time Director / Associate Director to lead its Pipeline Initiatives which contribute to creating the conditions for a gender equal and inclusive workplace and beyond. This is a fantastic opportunity to help contribute to a range of work making an impact across Hong Kong. [Apply now!](#)

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## ON OUR RADAR

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### The Good

- [Meet the women changing the male-dominated construction industry in Hong Kong \(SCMP\)](#)

### The Challenging

- [Why have juvenile sex crimes surged in Hong Kong and how can the problem be fixed? \(SCMP\)](#)

### The Unexpected

- [From screen sirens to scream queens, how has female representation evolved in horror movies? \(Tatler\)](#)

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