

**EVENTS | PROGRAMMES | CEO BLOG**

Dear Lisa

TWF has always had close ties to Cambridge and we were delighted to be part of the Cambridge festivities in Hong Kong the week before last.

In addition to TWF's scholarship scheme - now in its fourth year - which sends deserving HK students to pursue the M Phil in Gender Studies at Cambridge, TWF is also forging closer ties with both women-only colleges, Newnham and Murray Edwards, and we are engaging in knowledge sharing with the University on its policies and programmes to retain and promote female academic talent.

In a meeting with TWF board members, the Vice-Chancellor, Sir Leszek Boryswiewicz, discussed how Cambridge was the first of the Russell Group institutions to publish an Equal Pay Review examining gender disparity in the pay received by academic and administrative staff. Cambridge is also just one of seven higher education institutions that has an Athena SWAN silver institutional award for supporting women's careers in the STEM subjects, and it was the first HEI to sign up to the 30% Club. The university's Senior Academic Promotions scheme has recently been reviewed to ensure all contributions are treated fairly and has resulted in more women being promoted which should help to address the historical gender imbalance at senior levels. Meanwhile, Cambridge's innovative Returning Carers' fund is available to staff members who return to work after a break because of caring responsibilities and facilitates them in re-kickstarting their career.

In 2014, the university published "[The Meaning of Success: Insights from Women at Cambridge](#)" which celebrates the life experiences of successful women at Cambridge and provides an opportunity to reflect on how success is recognised and rewarded, while questioning if there is scope to redefine and extend the qualities and attributes we associate with being successful. To quote from the concluding chapter: "This book is just one part of the demanding conversation that Cambridge is having about how to become more inclusive and therefore able to realise the talents of the women and men in its community. It is both a snapshot in time and a bold enquiry into how the university can expect more of itself. But Cambridge exists as part of a wider society and a wider intellectual environment. As such, the questions identified as worthy of further debate at Cambridge are likely to prove of value beyond the university."

We applaud Cambridge for recognising the importance of diversity and inclusion, of not being afraid to openly ask the difficult questions, and of not shirking the challenge of reforming an institution that has 800 years of history.

Warm regards

Su-Mei Thompson  
 CEO, The Women's Foundation

**UPCOMING EVENTS****Return to Work Programmes, Part Two**

TWF, Ellevest Hong Kong and Back to Work are delighted to present Part 2 of their two-part series on Return to Work Programmes which will focus on success markers for effective RTW programmes. Speakers include Hayden Majajas/Bloomberg, Jaclyn Jhin/CLSA and Marie Swarbreck/FLEXImums.

**DATE:** Wednesday, May 4, 2016

**TIME:** 12.15 - 2.00 p.m.

**VENUE:** Bloomberg Auditorium, 27/F Cheung Kong Centre, 2 Queen's Road, Central

[Register Now](#)

**Winewalk 2016**

TWF is delighted to invite you to Time Out's annual Winewalk. All proceeds from the event will go to TWF's community programmes and research. Click [here](#) to join Winewalk and enjoy a complimentary glass of Ice Impérial, Moët & Chandon's new label champagne.

**DATE:** Saturday, May 14, 2016

**TIME:** 3.00 - 6.00 p.m.

**VENUE:** Fashion Walk, Causeway Bay

## TWF PROGRAMME UPDATES



### Gender Pay Gap Panel

Last Thursday, TWF was delighted to partner with Simmons & Simmons to present a lunchtime panel focusing on the gender pay gap and learnings from the UK. Many thanks to Zoe Henham - TWF Board member and Chair of TWF's HR Advisory Council, and Simmons & Simmons partners, Vicky Wickremeratne and Sarah Berkeley, for their participation on the panel.



### Financial Literacy Programme Certificates Award

Last Thursday, we awarded a group of marginalised women from our NGO partner, the Yuen Yuen Institute, with certificates to celebrate their completion of our Financial Literacy Ambassador training. Ambassadors will be delivering the Financial Literacy Programme to their peers in the community in the coming two months.



### Life Skills Programme Career Workshop

Last Friday, we partnered with Bloomberg to provide a career workshop for 150 Form 3 students of Po Leung Kuk Lo Kit Sing (1983) College, as part of the TWF Life Skills Programme. Many thanks to the 12 enthusiastic volunteers from Bloomberg who shared their career experiences and encouraged students to find their passion.



### Alternative Pathways in Law Panel

Last Friday, TWF and Paul Hastings presented a panel on alternative pathways to success in the law. Many thanks to our terrific speakers: Vivian Lam - Partner, Paul Hastings, Simon Brookes - General Counsel International and New Businesses & Deputy Group General Counsel, Telstra, Christine Wong - General Counsel, Managing Director, Head of the Legal Services Department, HKEx, and Susan Sayers - Regional General Counsel, HSBC.

## TWF IN THE COMMUNITY



### BGS HKU Chapter Induction Ceremony 2016

Yesterday, TWF CEO Su-Mei addressed the new members of the Beta Gamma Sigma HKU Chapter. Su-Mei was inducted into the Chapter as a Chapter Honoree alongside Philip Chen - Managing Director of Hang Lung Group and Hang Lung Properties Limited.



**THANK YOU!**

### TWF's IWD Retail Partnerships

A huge thank you to our retail partners Beef & Liberty, Lancome and Salvatore Ferragamo who generously committed to raising funds for TWF during the month of March in celebration of International Women's Day. We are pleased to report that over HK\$150,000 was raised for TWF's community programmes and research.

TELSTRA

NOW RECOGNISING THE  
BRILLIANT BUSINESS WOMEN  
OF ASIA



### Telstra extends its Business Women's Awards to Asia!

For two decades, Telstra has run Australia's longest running and most esteemed women's awards programme which is being extended this year to Asia. Do you know women who are changing business in Asia for the better - women who are respected for their remarkable spirit, achievements and leadership? Nominations for the 2016 Telstra Business Women's Awards are now open. Go to the [TBWA website](#) to find out more!

## OPENINGS AT TWF

### Pipeline Initiatives Manager

TWF is looking to hire an experienced and passionate Pipeline Initiatives Manager to assist with the planning, development, marketing and execution of TWF's programmes and initiatives to develop the pipeline of female leadership talent. Please click [here](#) for the job spec.

### Programmes and Development Officer

TWF is seeking a full-time Programmes and Development Officer to support its Pipeline Initiatives and Development teams. This role would suit a recent graduate who is energetic, personable, adaptable, detail oriented, highly organised and passionate about women's and gender issues. Please click [here](#) for more information.

## TWF MISCHA PINS



To raise funds for our programmes, TWF is selling pins, specially designed for TWF by Michelle Lai - MISCHA founder. The beautiful black and gold enameled pins featuring MISCHA's signature design can be purchased at TWF and partner events for HK\$50. We are looking for volunteers to help us with selling pins within their organisations and networks. Please contact Stephanie Ko at [stephanie.ko@twfhk.org](mailto:stephanie.ko@twfhk.org) to find out more.

## EXTERNAL EVENTS

### TWF is delighted to be supporting the following events:

**APRIL 28:** [Putting Human Trafficking out of Business](#) - Special live screening from Singapore of Trust Forum Asia in Hong Kong, featuring UK Anti-slavery Commissioner Kevin Hyland

**APRIL 28:** CoCoon [Beyond Corporate HK: The rewards and challenges of starting your own business](#)

**MAY 19:** [The Art of Choosing](#) - Evening cocktail event featuring Professor Sheena Iyengar from Columbia University. AUW friends can tick a box to only be charged the member rate of 200HKD.

## WHAT WE'RE READING

### Our top picks for recommended reading and listening on the key trends and breaking stories about women and gender:

- [Study Suggests 'Male Ideal' Just A Myth Men Tell Themselves](#) (Forbes)
- [What Work Looks Like For Women In Their 50s](#) (Harvard Business Review)
- [Singapore Loses To Less Developed Peers In Board Diversity](#) (Bloomberg)
- [Only One Woman Was Named CEO Of A Major Company In North America In 2015](#) (The Washington Post)
- [What Numbers Can—And Can't—Tell Us About Gender In Tech](#) (Motherboard)

9A Chun Wo Commercial Centre, 23-29 Wing Wo Street, Sheung Wan  
E. [info@twfhk.org](mailto:info@twfhk.org) | W. [twfhk.org](http://twfhk.org) | T. +852-2592-8265 | F. +852-2592-8264

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