

EVENTS | PROGRAMMES | CEO BLOG

Dear Stephanie

Last week, the University of Hong Kong announced the members of the committee who will be responsible for selecting the new Vice-Chancellor on Peter Mathieson's departure at the end of the year. All four members are men. In response, the HKU Women's Studies Research Centre and staff concern group, HKU Vigilance, issued a joint statement saying "[We] are surprised and disappointed at the composition of the search committee." The all-male body appears to contradict a new policy announced last October that "at least 30 per cent of the voting members or at least two voting members of [a] search or selection committee should be female." In April 2015, HKU became one of the first universities in the world to join the UN Women's HeForShe campaign. The adoption of the policy last October to ensure gender balance on all select and search committees was one of several measures taken as part of the initiative. The groups are now demanding HKU's governing council redress the gender imbalance by appointing two female members to the search committee. They also requested that the committee be instructed to consider suitable female candidates for the vacancy.

At TWF, we hope the university will do the right thing - i.e., acknowledge and address the oversight. We also hope other institutions are taking note.

On a similar theme, a big thank you to Neil Atkinson of BNY Mellon and a TWF Male Ally for drawing our attention to this article by [Bloomberg](#) on "How Women Should Respond To All Male Panels".



Denying women opportunities to present at professional conferences prevents them from gaining visibility in their fields, and it deprives their colleagues of valuable perspectives. So in 2013, Rebecca J. Rosen [proposed](#) a solution in The Atlantic: Men should refuse to speak on all-male panels. If all men did this, of course, it would immediately solve the problem. The idea is taking off: All of our TWF Male Allies have committed to prompting conference organisers to find more women if they are invited to speak at an event which doesn't have a gender balance in its speaker line-up. A [pledge](#) posted online by a development economist in London now has over 1,100 signatures from male academics, researchers and NGO representatives, and nearly 100 men who work on peace and security issues at high-profile organizations have signed a similar pledge on the website [manpanels.org](#).

But how should women respond to all-male panels? Boycotting them doesn't make sense because women need professional development opportunities to advance in their fields. According to Kara Alaimo of Bloomberg, "it's unlikely that many of the organisations hosting all-male panels have bad intentions. They're probably just oblivious. That's why raising awareness is the best solution". She proposes that women attend all-male panels to take advantage of the opportunities and tweet photos of the events using the hashtag "#WhereAreTheWomen?" One blog, [Congrats! You Have an All-Male Panel!](#), features user-submitted photos in an ever-expanding wall of shame. As Kara says, "If we all started asking "Where are the women?" at professional events, I bet organisers and sponsors would be doing the same in record time."

At the end of the day, it's up to each of us to take the trouble to speak up, raise awareness and canvass for a different status quo. As former Australian Army Chief David Morrison said, "The standard you walk by is the standard you accept".

Warm regards

Su-Mei Thompson
CEO, The Women's Foundation

TWF PROGRAMME UPDATES



Mentoring Programme Positive Leadership Workshop

Last Thursday, our Mentoring Programme participants learnt about how to deal with triggers, manage their self-talk and get



themselves 'out of the box'. Many thanks to Abigail Croft and Alix Farquhar from Bridge Partnership for facilitating the session and many thanks also to Thomson Reuters for hosting.



Girls Go Tech Programme Update

Last week, we completed a coding workshop at Pope Paul VI College and launched one at TWGHs Chen Zao Men College. The 80 F.1 and F.2 girls who participated in the workshops learned hardware and coding skills to create wearable products. Many thanks to the enthusiastic volunteers from Telstra and Bloomberg for facilitating the workshops.

#MYREALCAREERLINE & SHE OBJECTS



The Real Career Line- Time Auction Lunch

Last month, TWF CEO Su-Mei Thompson was the guest speaker at a Time Auction lunch where she spoke about her multi-faceted career and TWF's [#MyRealCareerLine](#) Campaign. Click [here](#) for highlights from the session.



She Objects Screenings

Last week, TWF facilitated a screening at HKUST for 120 students. The screening was followed by small group discussions. We will also be screening She Objects at WeWork, a creative coworking space, next Wednesday, April 26 - spaces are still available: if you would like to join, please reserve a seat [here](#). To arrange a screening for your company, women's network, school or university, please email Sarah.AbbottLadner@twfhk.org. We are thrilled that since last year's release of She Objects, the film has been the subject of over 60 screenings and facilitated Q&A for different corporates, universities, schools and church communities!

IN THE COMMUNITY



Microsoft HK to Offer 20 weeks of Maternity Leave

Last week, Microsoft Hong Kong introduced its [enhanced parental leave policy](#) which will entitle eligible employees to 20 weeks of maternity leave, 6 weeks of paternity leave, 6 weeks of adoption leave and 4 weeks of family caregiver leave. Kudos to Microsoft for leading the way on employer support for family care!

FUNDRAISERS FOR TWF!



Join the FACE Charity Walk in aid of TWF's Girls Go Tech Programme!

Bring your mother and your kids for a fun-filled Mother's Day morning with TWF! TWF is delighted to have been selected as the beneficiary of FACE Club and HK Computer Society's [Charity Walk and Family Carnival](#) celebrating the 2 year anniversary of FACE Club. Support TWF's Girls Go Tech Programme and organise a team of friends or family members to join us on Sunday, May 14 for this 2km walk and family fun carnival in Cyberport!



Register [here](#) or email Sarah.AbbottLadner@twfhk.org for more information about corporate sponsorship opportunities.

AWETHENTIC + GALLERY +

Celebrate HK Women with TWF at Awethentic Gallery!

Join TWF and Awethentic Gallery for a special night celebrating the amazing women of HK. Get the chance to view stunning works by Sean Lee-Davies and other amazing artists. A percentage of the proceeds from the event will support TWF's community programmes for women and girls in HK. We hope to see you there! *Drinks will be provided.*

DATE: Thursday, May 11, 2017

TIME: 6.30 - 9.00 p.m.

VENUE: Awethentic Gallery, Shop G28, Central Building, Central

Register by emailing

Sarah.AbbottLadner@twfhk.org by Friday, May 5. Spots are limited so book yours soon!

WHAT WE'RE READING

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

- [How Some Companies Are Making Child Care Less Stressful For Their Employees](#) (Harvard Business Review)
- [How Dove Is 'Hacking' Photography To Change The Way Advertising Depicts Women](#) (Adweek)
- [Promoting Gender Equality In Mainland China Will Get The Balance Right](#) (SCMP)
- [Why My Startup Is Betting On 'Returnships' To Help Women Restart Their Careers](#) (Forbes)
- [Women Who Want To Outearn Men Should Choose Their College Major Carefully](#) (CNN Money)

9A Chun Wo Commercial Centre, 23-29 Wing Wo Street, Sheung Wan
E. info@twfhk.org | W. twfhk.org | T. +852-2592-8265 | F. +852-2592-8264

You received this e-mail because you subscribed to The Women's Foundation database.
To unsubscribe, please click [here](#).