

Dear TWF friends

We are pleased to share our [2016 Annual Report](#). As always, 2016 was a busy one for TWF and to be able to achieve what we do, as a small NGO, we need a team of people with a special mindset. The TWF team are collaborative, creative, innovative, flexible, resourceful and above all, they have a shared passion to achieve gender equality. The diversity of experience and perspectives is what makes us strong and effective in achieving our goals of challenging gender stereotypes, empowering women in poverty and advancing women leaders. At this inflection point in TWF's journey, we wanted to share with you what unites us as a team:

"This is my first job after graduating from university and working at TWF is a fabulous experience. As one of only two men at TWF, I don't feel like a minority here. Everyone strives to achieve the best outcome with limited resources on hand. I also appreciate our generous and helpful culture where no one hesitates to offer help."

- Charlie Wong, T.E.E.N. Programme Officer

"Every encounter, every day, especially with other members of the TWF team, gives me purposeful direction and serves as a constant reminder that the work we do at TWF is vital in Hong Kong and the impact of our programmes is deep and wide. I hope for my children's sake that our work will one day become obsolete, and that they will both be able to thrive in a more gender inclusive world."

- Jo Hayes, Director of Pipeline Initiatives

"Growing up, my sisters and I were not encouraged to pursue an education, so I understand first-hand the need to think creatively beyond gender stereotypes and other challenges that hold women and girls back from achieving our full potential. I joined TWF because I was impressed by TWF's mission and the professionalism and energy of its board towards achieving this goal."

- Deanie Chiu, Financial Controller

"I joined TWF six years ago because its emphasis on collaborative, evidence-based research was rare among NGOs in HK. While we often find ourselves doing the less headline-grabbing work of targeting changes in mindsets and behaviours, I believe this longer term approach will significantly contribute to building a better society for all of us."

- Lisa Moore, Research & Advocacy Senior Manager

As Mahatma Gandhi said, "You must be the change you wish to see in the world." This was one of the reasons I joined TWF eight years ago and TWF's special mindset has certainly changed me. From the way we integrate feedback, to challenging ourselves to do better and seeing the transformation in our programme participants, I have been inspired to believe we can make the impossible possible. This is exemplified by TWF's T.E.E.N. Programme, in which I have witnessed first-hand so many heartening transformations from our TEENS in the last 7 years. I encourage you to read our latest publication on ["Values in Conflict: TEENS in Transition"](#) which shares the stories of our TEENS as, with the help of the T.E.E.N. Programme, they deal with and overcome the struggles associated with growing up in the fast-paced, time-starved city of Hong Kong.

As you read the Annual Report and the T.E.E.N. Publication, know that the work we do wouldn't be possible without the support of our incredibly generous and talented community of corporates, institutions and individuals that join forces with us to widen the reach and impact of our work. On behalf of The Women's Foundation, thank you for your continued support for our programmes, initiatives and research. It is only through our collective efforts that we can create a brighter, more equitable Hong Kong. We look forward to seeing what more we can accomplish together.

Warm regards

Rita Ching
 Deputy CEO, The Women's Foundation

UPCOMING EVENTS

SECRETS TO SUCCESS

SEHR AHMED



Sehr Ahmed shares her Secrets to Success!

TWF is delighted Sehr Ahmed, Founder and CEO of Executive Edge as our next Secret-to-Success Speaker. She is a global coaching and consulting practice. Prior to this, Sehr held HR leadership roles across Asia Pacific for ABN AMRO Bank, AIG, McDonalds and globally for IFM Investors.

DATE: Thursday, September 14

TIME: 12.30 - 2.00 p.m.

VENUE: KPMG, 8/F, Prince's Building, Central

TICKET: HK\$200pp. A light lunch will be available.

All proceeds will go to The Women's Foundation Cambridge Scholarship Scheme which sends deserving Hong Kong students to pursue the MPhil in Multi-disciplinary Gender Studies. [Register here.](#)

TWF HR BEST PRACTICE GUIDES LUNCHTIME DISCUSSION

September 20, 2017
12.30 - 2.00 p.m. / BofAML



TWF Best Practices for Developing the Female Talent Pipeline

Please join us for a cross-industry best practice discussion drawing on TWF's Best Practice Guides. The session will include small group discussions on cutting edge company programmes and initiatives facilitated by senior HR and D&I experts.

DATE: Wednesday, September 20

TIME: 12.30 - 2.00 p.m. (12.15 p.m.: registration opens)

VENUE: Bank of America Merrill Lynch, 55/F Client Center, Cheung Kong Center, Cheung Kong Center, 2 Queen's Road Central. [Register here.](#)

BOARDROOM LUNCH

FIFTH LUNCH OF THE SERIES



30% Club Annual Boardroom Lunch - Nominate a Woman to Watch!

The fifth annual 30% Club Boardroom Lunch will bring accomplished and aspiring women directors face-to-face with chairmen, CEOs and advisors to Hong Kong's leading companies for simulated boardroom discussions on key issues facing boards today. If you know a board-ready woman who would benefit from the exposure and inspiration provided by this event, please email Lisa.Moore@twfhk.org by **Thursday, September 7.**

DATE: Friday, September 29

TIME: 12.00 - 2.00 p.m.

VENUE: The Asia Society Hong Kong Center, 9 Justice Drive, Admiralty

GALA DINNER 2017
WEDNESDAY
NOVEMBER 22
EARLY BIRD TICKETS

NOW SELLING



TWF Gala Dinner 2017 – Reserve your table!

Excitement is beginning to spark for TWF's 2017 Gala Dinner sponsored by Bloomberg! We are thrilled to have The Honourable Mrs. Anson Chan GBM GCMG CBE JP, Former Chief Secretary for Administration HKSAR as our keynote speaker this year. We will also share video remarks from Michael R. Bloomberg, founder of Bloomberg LP & Bloomberg Philanthropies and 108th Mayor of New York City. Early bird tables and tickets are now on sale. We are also looking for more event sponsors and auction prize donors - if you can help, please contact Spring Kok at Spring.Kok@twfhk.org.

DATE: Wednesday, November 22

TIME: From 7.00 p.m.

VENUE: JW Marriott Hong Kong, Pacific Place, 88 Queensway, Admiralty
Click [here](#) for more information.

TWF PROGRAMME UPDATES



T.E.E.N. Programme Update

To further prepare our Big Brothers and Sisters (BBS) for leading our TEENS to complete the community project in the coming months, they joined an activity-based debriefing workshop last Wednesday where they learnt debriefing skills and practised in the workshop. Many thanks to our training partner, Potential Engine for the training with TEENS and BBS over the summer.



Girls Go Tech Teachers' Workshop

Last Thursday, TWF delivered a teacher workshop for 60 teachers at Hong Kong True Light College. Thank you to Candy Liu/HKCS FACE Club for her sharing on the trends and developments in STEM industries and Terry Ng/HKT education and his team for hosting the



teacher workshop and showcasing tools for e-learning.



Girls Go Tech Steering Committee Thank You Lunch

Last Tuesday, TWF held a Thank You Lunch to express our gratitude to Steering Committee Members and Corporate Partners for their unwavering support, which enabled us to expand our Programme by three fold in its second year. The Programme has now served as a virtual hub for STEM education, connecting corporates in the STEM industries with schools beyond our participating schools. Many thanks to TWF Board Member, Clarence Yang and BlackRock for hosting the lunch. We look forward to kicking off the third year of the Programme at our 13 partner schools soon.



Open Mic

Last week, we enjoyed an intimate and exclusive sharing session at the Open Mic 2. A huge thank you to everyone who spoke openly and honestly about their key takeaways from the Mentoring Programme and how it, and most importantly the people on it, have impacted their lives. Many thanks to PwC for hosting.



Leaders Letters

Last week, we held the finale event of our Mentoring Programme for Women Leaders 2016-2017, Leaders Letters. It was a truly remarkable and inspirational evening. Thank you to our speakers, Nikki Swift | Macquarie, Anne O'Riordan | Accenture and Brian Henderson | Baker McKenzie, for sharing their experiences so candidly and to Susan Hutchison for moderating the conversation. Many thanks to Goldman Sachs for hosting.

TWF IN THE SPOTLIGHT



TWF New CEO featured in SCMP

Fiona Nott, TWF's new CEO, was featured by SCMP last week. Read the article [here](#).

SUPPORT TWF!



Law Rocks! Hong Kong to benefit TEENS

TWF is thrilled to be the beneficiary of the inaugural Law Rocks! Hong Kong event on October 15 at Grappa's Cellar featuring performers from Reed Smith, Pinsent Masons, KWM, Latham & Watkins, Mayer Brown JSM, Ashurst and more. Proceeds will benefit TWF's T.E.E.N. Programme for high need, high potential boys and girls aged 13 to 15. Tickets on sale now. For more information, click [here](#).

TWF IN THE COMMUNITY

WEN Event on September 19



Gender Equity Conference 2017 "Fixing the Leaking Female Pipeline"

TWF is pleased to support the second Gender Equity Conference organised by FLEXImums and Back to Work on Thursday, September 21. The conference brings together experts from around the region to share ideas and business practices to empower corporations to create gender-balanced workplaces. For more information and to save your place, please visit this [link](#).



WCD Asia Summit 2017

TWF is pleased to support WomensCorporateDirectors' Asia Summit on September 27 and 28. WCD is a global not-for-profit organisation supporting women sitting on over 7,000 boards world-wide. HKSAR Chief Executive, The Honourable Carrie Lam, will give the keynote speech at the Summit. WCD invites all current board members and "board ready" women to attend the event. Please click [here](#) for more details.

2017 ASPAC Institute
Asia. New Ways to Build Business & Governance
 September 27-28 | Hong Kong

WHAT WE'RE READING

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

- [Don't let equal pay slide down your list of priorities](#) (Women's Agenda)
- [John Lewis scraps 'boys' and 'girls' labels on children's clothes to reduce 'gender stereotypes'](#) (Evening Standard)
- [British cycling magazine apologizes for 'token attractive woman' caption](#) (CNN)
- [India new defence minister hails progress for women](#) (BBC)
- [Workplace sexism survey shows 'disturbing' gap in male and female perception](#) (Guardian)
- [The gender pay gap won't budge as long as we keep talking about 'merit'](#) (The Sydney Morning Herald)

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