

Dear TWF friends

*"One thing I always tell young girls: Never let anybody tell you can't do it. Growing up, they'd look at me like, Really? Even when I did my college visit, I had someone tell me most people change their minds after the first year. I never gave up. Even when I was having teachers tell me, just take a break from math, you can take this class next year. I said, 'No, I'm going to take it now. I kept pushing for it.'" Michelle Haupt, Operations Engineer, NASA.*

This summer [the CEO of tech giant Google, Sundar Pichai](#), reassured teenage girls at the Technovation Challenge World Pitch Summit Award Ceremony that there was a place for them in tech: "I want you to know that there's a place for you in this industry, there's a place for you at Google. Don't let anyone tell you otherwise." However after recent controversy in Silicon Valley (including a male Google employee being fired for arguing in a memo that his female coworkers were less capable in tech, cases of sexual harassment, discrimination and gender pay inequities) highlight why many women still feel shut out of STEM (science, technology, engineering and mathematics) fields.

There is overall a shortage of skilled workers and students in STEM. But more alarming is the shortage of female skilled workers and students in STEM. Statistics vary by country and by discipline, but generally, women make up only 15-25% of the current STEM workforce and the imbalance broadening.

Feeling shut out of STEM can start surprisingly early for girls. [Research](#) shows that even where there is no difference in STEM ability a large divide in 'perceived competence' between girls and boys can start as early as age five. Confidence gaps between children around STEM subjects can quickly become ingrained leading to too many girls removing themselves from STEM subjects at ages 11 or 12.

In Hong Kong, girls have limited exposure to STEM subjects at the Diploma of Secondary Education (DSE) level, with mathematics being the only STEM-related compulsory subject while physics and other science subjects are electives. In 2015, physics and ICT featured in boys' top 10 subject choices with 26.5% of boys taking physics versus 10.2% of girls and nearly three times as many boys taking ICT as girls. For girls, physics was a distant tenth most popular subject and ICT did not feature in their top 10 subjects. These early subject choices are important because they are pivotal to whether girls go onto STEM-related university disciplines and the jobs of tomorrow.

So how do we address this problem? At TWF we launched our innovative Girls Go Tech programme as a pilot 3 years ago in 3 Hong Kong Schools. We grew to 9 schools in 2016 and our 2017-2018 programme will be running in a record 13 schools. Our year-long school-based programme aims to encourage junior secondary school girls from under-privileged backgrounds to pursue traditionally male-dominated STEM related subjects to maximise their future career options. What results are we seeing? Our 2016 independent impact assessment shows that girls experienced marked improvements in analytical and communications skills as well as increased creativity and importantly increased intentions to study or work in STEM or ICT fields.

Some of humanity's greatest challenges and opportunities are being tackled and presented through STEM industries. But women and girls risk missing out. We have an opportunity to bring more women and girls into STEM. Can't we further break down gender barriers by seeing more women creating and owning technology rather than being just consumers of it?

Get in touch at [Fiona.Nott@twfhk.org](mailto:Fiona.Nott@twfhk.org). Have a great week.

Warm regards

Fiona Nott  
CEO, The Women's Foundation

## UPCOMING EVENTS



### TWF Gala Dinner 2017 – Last few tables available

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. Michael R. Bloomberg, founder of Bloomberg LP & Bloomberg Philanthropies and 108th Mayor of New York City, will also share video remarks. Tables and tickets are now on sale. We are also looking for more event sponsors and auction prize

donors. If you are interested in attending or contributing, please contact Riya Chandiramani at

[Riya.Chandiramani@twfhk.org](mailto:Riya.Chandiramani@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.



### Success Stories: Digital Strategies for Female Entrepreneurs

TWF and Facebook are delighted to present "Success Stories: Digital Strategies for Female Entrepreneurs," a sharing and networking event as part of #SheMeansBusiness Hong Kong. This event will showcase three outstanding female entrepreneurs from our community who have utilised digital strategies and tools to scale up and expand their businesses. Speakers include George Chen, Head of Public Policy (Hong Kong & Taiwan) for Facebook, Peggy Chan, Founder of Grassroots Pantry, Michelle Lai, Founder of MISCHA and Jennifer Margolin, Founder of BYDEAU.

**DATE:** Tuesday, November 14

**TIME:** 7.00 - 9.00 p.m. (registration from 6.45 p.m.)

**VENUE:** Naked Hub, 7/F, 40-44 Bonham Strand, Sheung Wan

To register, click [here](#).

## TWF PROGRAMME UPDATE



### Coding Day with Goldman Sachs Community TeamWorks

TWF was delighted to partner with Goldman Sachs' Community TeamWorks Programme to host two coding workshops over the last two Saturdays for 40 Form 3-Form 4 girls from Carmel Alison Lam Foundation Secondary School, HKMA KS Lo Secondary School, Hong Kong True Light College, and Tack Ching Girls' Secondary School. The students enjoyed it and gained exposure to various areas of STEM, from coding with Minecraft on Raspberry Pi, to basic Electronics, Makey Makey and VR. Many thanks to the enthusiastic Goldman Sachs volunteers for running such interactive workshops!

## SHE OBJECTS UPDATE



### Screening at Australian International School

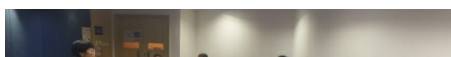
Last Wednesday, Australian International School organised a screening of She Objects for their upper secondary students. The screening was followed by a lively Q&A session. To arrange a screening for your company, women's networks, school, or university, please email [Lisa.Moore@twfhk.org](mailto:Lisa.Moore@twfhk.org).

## IN THE SPOTLIGHT



### TWF CEO participates in Deacons In-House Corporate Counsel Forum 2017

Last Thursday, TWF CEO Fiona Nott spoke on a panel entitled "Risky Business: Is your company doing enough to prevent harassment and bullying in the workplace?" as part of the Deacons In-House Corporate Counsel Forum 2017. The panel explored what companies should do to prevent sexual harassment and bullying, why this is important, and how to handle those difficult complaints. She spoke alongside Cynthia Chung / Deacons and Peter Reading / EOC.



### Life Planning Talk at HKU SPACE Community College



Yesterday, TWF Deputy CEO Rita Ching was invited by HKU SPACE Community College to speak to their students about life and career planning. She encouraged the students to follow their passions and pursue their dreams.

## TWF IN THE COMMUNITY



### The Gallery Walk for Charity

Enjoy a great evening out in a "Art and Wine Walk" - and raise funds for TWF! The Gallery Walk for Charity (#TheGalleryWalk) is the highlight of the annual Hong Kong Art Week in November. Art and wine lovers can hop through more than 30 galleries and art spaces in Central, Sheung Wan and Sai Ying Pun on November 21 from 5 p.m to 10 p.m. to enjoy special exhibitions, live performances and taste a great array of wines and refreshments. As a friend of TWF, you are entitled to a 20% discount off the ticket price of HK\$390 (HK\$312 per person). Please enter the promotional code TWF on the ticketflap order page. Order now and receive a free LUXE City Guide to a city of your choice! For ticketing and event details, please click [here](#).



### TEDxTinHauWomen

TWF is delighted to support TEDxTinHauWomen's inaugural event on November 3, where the six speakers will explore the theme of "Bridges - Two Become One". The talks are designed to inspire, motivate and share ideas worth spreading with the Hong Kong community. We're proud to see one of our Mentoring Programme Alums, Tricia Yap, sharing her story. Last few tickets left! Register [here](#).



### AmCham's 14th Annual Women of Influence Conference

TWF is proud to be supporting AmCham's conference once again this year. The conference will culminate with the presentation of the 14th Annual Women of Influence Awards, which will recognise seven high-achieving women, a male champion who has demonstrated support for the advancement of women; and one outstanding company for women.

**DATE:** Friday, November 10, 2017

**TIME:** 8.00 a.m. - 2.30 p.m.

**VENUE:** Four Seasons Hotel Hong Kong  
Register [here](#). Enter the code 3B7WFWYG to enjoy a special discount for friends of TWF!

## WHAT WE'RE READING

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

- [Only 11% of architects and engineers are women. Let's build a new pipeline for female talent](#) (We Forum)
- [Women Respond Better Than Men to Competitive Pressure](#) (Harvard Business Review)
- [7 Reasons Why Millennial Men Are Reinventing Masculinity](#) (Forbes)
- [Why China has so few female leaders](#) (CNN)
- [The Lack Of Women Leaders Is A National Emergency](#) (HuffPost)

Sexual harassment in Hollywood and elsewhere continues. Key readings selected by the TWF team below:

- [Westminster sex scandal could be worse than MPs' expenses, Tories fear](#) (The Telegraph)
- [Kevin Spacey Issues Apology to Actor After Sexual Accusation](#) (The New York Times)
- [Refusing Weinstein's Hush Money, Rose McGowan Calls Out Hollywood](#) (The New York Times)
- [Weighing the Costs of Speaking Out About Harvey Weinstein](#) (The New Yorker)
- [Why GoDaddy Is The Key To Solving Hollywood's Weinstein Problem](#) (Forbes)
- [Amid harassment allegations, a sisterhood forms to take down James Toback](#) (CNN)

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