

Dear TWF friends

"I want my sons to escape the pressure to be a particular kind of masculine that is so damaging to men and to the people around them. I want them to be comfortable being themselves, and being feminists."

- Justin Trudeau, Prime Minister of Canada

Iceland made headlines last week for being the first country to mandate equal pay. While this legalistic approach may not be a best fit for Hong Kong, we know there is a lot of work to be done to close the gender gap – in pay, in power structures, in opportunities – and we need to expand the reach and deepen the engagement of men, women and institutions to create a more gender equal society.

On our side, we will be working more closely with our Male Allies– a group of committed male leaders who are changing mindsets, behaviours and practices from within their organisations to create an inclusive environment where both women and men thrive. We will also be working with influencers in the 30% Club Hong Kong to adopt best practices in promoting more women onto boards, and we will be working with companies through our HR Advisory Council and other initiatives to help improve processes, practices and infrastructures to ensure they are hiring, attracting and retaining the best talent from both genders.

As we work side-by-side with our passionate stakeholders and supporters, we are also looking at coupling our advocacy efforts with Hong Kong focused research examining gender education among boys – their influences when it comes to forming gendered expectations and the most effective ways of uprooting and transforming those stereotypes. And, as always, we will continue to work with young men and women in our T.E.E.N. Programme and Girls Go Tech Programme to nurture and develop their skills to be young advocates for gender equality.

Engaging men and boys needs to be a priority on the gender agenda going forward. As Dr. Michael Kimmel, Executive Director of the Center for the Study of Men and Masculinities powerfully notes in his [TEDTalk](#) "...gender equality is not a zero-sum game...it is a win-win for everyone. And what we also know is we cannot fully empower women and girls unless we engage boys and men." Through this engagement, we are enabling the full, stigma-free participation of men and women, girls and boys – as earners, carers and citizens."

Let 2018 be a year of action-oriented change to build a gender-inclusive Hong Kong so that we can all lead the lives that we want to live.

Have a fantastic week.

Get in touch at Fiona.Nott@twfhk.org.

Fiona Nott
CEO, The Women's Foundation

UPCOMING EVENTS



FRIDAY, MARCH 2, 2018

THE WOMEN'S FOUNDATION
INTERNATIONAL
WOMEN'S DAY
2018 LUNCH
12.00 - 2.00PM | THE CONRAD HOTEL HONG KONG
EARLY BIRD

Sponsored by
 **THOMSON REUTERS®**

Celebrate International Women's Day with The Women's Foundation!

Sponsored by Thomson Reuters, the lunch will feature Asia's Best Female Chef 2017, May Chow of Little Bao and Happy Paradise, Asia's Best Female Chef 2015 Vicky Lau of Tate Dining Room, Butler Luxury Caterer and Poem Patisserie and Hong Kong's pop-up dining queen Mina Park of Sook. They will join Susan Jung, Senior Food and Wine Editor of the South China Morning Post, to discuss their journeys to the top of their field and efforts to drive change for women in the restaurant industry. Early bird prices (HKD35,000 Gold, HKD29,000 Silver and HKD1,900 Individual) expire on January 19—so please reserve your spot soon! For sponsorship, table host and ticket enquiries, please contact Riya Chandiramani at Riya.Chandiramani@twfhk.org.

Date: Friday, March 2, 2018

Time: 12.00 – 2.00 p.m.

Venue: Conrad Hong Kong

for more information, click [here](#)

Leading Women in Futurism: Networked Societies

Join Bloomberg and TWF for an interactive

LEADING WOMEN IN FUTURISM NETWORKED SOCIETIES

FEB 7, 2018 | 7:00 PM
BLOOMBERG, 25/F CHEUNG KONG CENTER



evening featuring speakers from innovative companies that are changing how we connect with each other and how we understand the world. Speakers include: Leonie Valentine / Google, Hillary Yip / MinorMynas and Fei Yu / Facebook.

Date: Wednesday, February 7

Time: 7.00-8.30 p.m. (6.30 p.m. registration)

Venue: Bloomberg, 25/F Cheung Kong Center, Central

Register [here](#).

This event is free and open to the public. Light refreshments will be provided courtesy of Bloomberg. Please note, the target audience for this series is university students and young professionals with 0-5 years' work experience.

TWF PROGRAMME UPDATE



Financial Literacy

Last Wednesday, our trained Financial Literacy Ambassadors delivered their first community training workshop session to their peers at one of our NGO partners, the Hong Kong Employment Development Service in Yuen Long. At the workshop, the 15 participating marginalised women learned about women's rights and time management. Going forward, they will learn important skills including budgeting, saving, goal-setting, parenting, negotiation, and growing available resources.



Mentoring Programme HBDI Workshop

Last week, our mentors and protégés took part in the Herrmann Brain Dominance Instrument (HBDI) workshops. Through the personalised assessment results, participants gained insights on their thinking preferences and as a result, insights into how they approach communicating, decision making and problem-solving. Many thanks to Pauline Wong, from Sponge Consultancy for facilitating the workshops and to Philip Morris Asia Limited and Nomura for hosting.

SUPPORT TWF!

C&A
CHARITY SALE
JANUARY 4 & 5, 2018



C&A Charity Sale

Heartfelt thanks to Fashion Retailer C&A for selecting TWF as the beneficiary of their Charity Sale in early January. The event raised HK\$10,000 for TWF's research and programmes.

IN THE COMMUNITY



Opportunity Festival

TWF is delighted to support Opportunity Festival, organised by OWN Academy. The event aims to expose student communities in Hong Kong to a broad array of 21st century skills focusing on creativity, innovation and entrepreneurship through workshops, experiences and sharing by over 30 organisations, including Facebook, Google Earth, Tesla, Thomson Reuters, HKAPA, SCAD, Under Armour, Topshop and Hong Kong Design Institute.

Date: Sunday, January 28, 2018

Time: 9.00 a.m. - 4:30 p.m.

Please register [here](#)

Event is free of charge

TWF SCHOLARSHIPS



TWF Cambridge Scholarship Scheme 2018- 2019



2018 CAMBRIDGE SCHOLARSHIP SCHEME

Every year, TWF sponsors one Hong Kong student to pursue the year-long MPhil in Multi-Disciplinary Gender Studies at the University of Cambridge. The Scholarship is granted on the basis of academic excellence and covers university and college fees and a stipend towards living expenses. For more information on the scholarship and how to apply click [here](#). The deadline to apply is February 20, 2018. For inquiries, please email Lisa.Moore@twfhk.org.

OPENINGS AT TWF

Networks Manager

TWF is seeking a full-time Networks Manager. Please click [here](#) for the job description and help us spread the word! Applications should be received by January 23.

Communications & Marketing Manager

TWF is seeking an experienced Communications & Marketing Manager. Please click [here](#) for the job description and help us spread the word! Applications should be received by January 23.

Executive Assistant

TWF is seeking an Executive Assistant. Please click [here](#) for the job description and help us spread the word! Applications should be received by January 23.

WHAT WE'RE READING

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

- [How many Grace Hoppers have been lost from the innovation pipeline?](#) (Brookings)
- [Wielding Data, Women Force a Reckoning Over Bias in the Economics Field](#) (NY Times)
- [All the ways women are still discriminated against in STEM](#) (Quartz)
- [The fourth industrial revolution will eliminate the gender stereotypes created by the first](#) (Quartz)
- [How Men Can Support Women and Empower Female Leadership](#) (Huffington Post)

We are following the latest developments on combatting sexual harassment. Key reports below:

- [Hong Kong's #MeToo movement needs men, say women, plus three ways to respond to sexual harassment](#) (SCMP)
- [Anna Wintour Responds to Mario Testino and Bruce Weber Sexual Misconduct Allegations](#) (Vogue)
- [Hong Kong's '#MeToo' movement is only just warming up, and we have ways to go](#) (SCMP)
- [Apps Let Women Say #MeToo About Street Harassment](#) (NPR)
- [JPMing while female: Women share their experiences at biopharma's big gathering](#) (STAT)
- [A Female Senator Figured Out One Small Way to Fight Sexual Harassment](#) (Slate)
- [Chinese women reveal sexual harassment, but #MeToo movement struggles for air](#) (Washington Post)

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