



## EVENTS | PROGRAMMES | CEO BLOG

Dear TWF friends

*"We look at science as something very elite, which only a few people can learn. That's just not true. You just have to start early and give kids a foundation. Kids live up, or down, to expectations."* – Mae Jamison, engineer, physicist and astronaut

Our world is powered by innovation, which makes the fields of science, technology, engineering and math (STEM) extremely important. For women, however, there are barriers that prevent and discourage them from developing and pursuing interest in the STEM areas. And these barriers often start early in life.

This is reflected in the findings in our new study on gender differences in Hong Kong's STEM education. Supported by MTR Corporation and led by Dr Anita Chan and Dr Adam Cheung of the Education University of Hong Kong, the research explored the "leaky pipeline" phenomenon to understand why girls were underrepresented in STEM fields and also why they were more likely to drop out than their male counterparts.

Through surveying and interviewing more than 2800 Form 5 students from 43 schools across the city, the study found that both well over half of male and female students choose STEM subjects in the Diploma of Secondary Education (DSE) curriculum – 61.8% and 51.8%, respectively. However, the percentage of girls who planned to pursue STEM university majors dropped significantly to 13.9%, which is concerning when contrasted with the 40% of male students who intend to take up STEM majors at university. When asked about their career plans, only 4.1% of female students wanted to enter a STEM-related profession related to STEM, while 17.4% of boys planned to do so – four times more likely than girls.

The findings show that secondary school girls are less likely to take STEM subjects than their male counterparts, and they are also more likely to leak out from the STEM pipeline later in life. There are a variety of reasons, but gender biases, such as beliefs that boys are naturally talented in math while girls have no math sense, and that boys are more logical whereas girls are more emotional, play a major role in discouraging girls' interest in pursuing STEM studies and careers.

The researchers assert that making STEM-related electives compulsory won't do much to prevent female students from dropping out. Instead, they call on teachers and parents to challenge negative stereotypes and to make sure there are ordinary female role models in the fields. In addition, as female students are motivated by jobs that they perceive as "meaningful", everyone - including media, schools, parents, and policymakers - should revamp the image of STEM to make it more "humane" and make the STEM curricula more relevant to students' life.

The study can be read in full [here](#). This research underscores the work that TWF is engaging in through our Girls Go Tech Programme and other initiatives that we support in the STEM space. We hope that the findings will lead to concerted action among schools, government, companies and the community to help Hong Kong attract and retain female talent in the STEM pipeline.

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

Have a fantastic summer.

Fiona Nott  
CEO, The Women's Foundation

P.S. From now until the end of August, Connect will be in summer mode with its frequency changing from once a week to once every other week. Please follow us on [Facebook](#), [Instagram](#), [LinkedIn](#), and our [Male Allies LinkedIn](#) for the latest updates at TWF!

## UPCOMING EVENTS

**30% Club Boardroom Lunch!**

TWF and the 30% Club HK are delighted to announce the sixth annual 30% Club Boardroom Lunch, the signature event in our newly launched Boardroom Series for Women Leaders. The Boardroom Lunch brings TWF's list of aspiring and accomplished 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 your company is interested in sponsoring a table, please contact [riya@twfhk.org](mailto:riya@twfhk.org)

**Date:** Friday, September 21, 2018

**Time:** 12.00 - 2.00pm



### TWF Gala Dinner 2018 – Now Selling!

Tables and tickets are now on sale. Please contact [riva@twfhk.org](mailto:riva@twfhk.org) for sponsorship enquiries. A big thank you to our Title Sponsor Bloomberg and Associate Sponsors Cathy Pacific and Manulife!

**Date:** Wednesday, October 24, 2018

**Time:** From 7.00pm

**Venue:** JW Marriott Hong Kong, Pacific Place.

## TWF PROGRAMME UPDATES



### T.E.E.N. Summer Camp

Last week, our latest cohort of 36 underprivileged TEENS, along with 12 Big Brothers and Sisters, took part in our signature 4-day 3-night T.E.E.N. Summer Camp. The adventure-based team building and interactive activities were specially designed to develop their leadership and gender awareness skills. Over the four days, many of the teens experienced a breakthrough in their courage, confidence and willingness to communicate.



### Mentoring Programme Info Sessions

This July, TWF will launch the tenth year of our highly acclaimed Mentoring Programme for Women Leaders. Every year, this best-in-class programme matches 50 high potential aspiring female leaders with 50 successful senior executive women. All interested applicants must attend an Information Session to find out more about the Programme curriculum, the commitment required of participants, and the selection and pairing process.

Please click [here](#) for the list of sessions.

Attendance at one session is a compulsory component of the application process. Please register for ONE session only.

## IN THE SPOTLIGHT



### TWF Director of Pipeline in HR Magazine

Jo Hayes, TWF Director of Pipeline Initiatives, penned an article in HR Magazine entitled "The Futurist: Capitalising on an Inclusive Workspace" examining how to restructure and design workspaces to maximise creativity, innovation and diversity. Read the article [here](#).

## IN THE COMMUNITY



### UN Global Goals Jam Hong Kong 2018

TWF is pleased to be a Community Partner for the UN Global Goals Jam Hong Kong 2018. In the build-up to this event, which will take place September 22-23, there will be an inspiring series of talks on 5 selected UN Sustainable Development Goals, with the first event spotlighting gender equality. Please join this event featuring Fern Ngai | Community Business, Rachel Freeman | IFC, Lucinda Pike |



Enrich and Anita Varshney | SAP Next-Gen;  
moderated by Steph Lau | WEF Global Shaper.  
**Date:** July 26, 2018  
**Time:** 7.00-9.00pm  
**Venue:** Garage Society Central, 9/F, 33 Des  
Voeux Road  
The event is free to the public. For more  
information and to register, visit [here](#).

Showcase Your Diversity & Inclusion Strategy  
**DIAN Decade Awards**  
Now Open for Submissions!  
Deadline: 31 July >>

### **DIAN Decade Awards - Nominations Open!**

The Women's Foundation is delighted to be a supporting organisation of DIAN Decade Awards – one-off awards to celebrate the leadership and commitment of companies and individuals advancing diversity and inclusion in Asia over the last decade. We invite ALL companies to nominate deserving initiatives, organisations and individuals for the [six award categories](#).

Nominations are open until 31 July. Don't miss this opportunity to showcase your company's progress in Asia to the world! For more information, visit their [webpage](#).

## **OPENINGS AT TWF**

### **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 August 6.

### **Senior Programme Officer / Programme Officer**

TWF is seeking a Senior Programme Officer / Programme Officer. Please click [here](#) for the job description and help us spread the word! Applications should be received by August 3.

## **WHAT WE'RE READING**

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

- [How women are transforming the Arab world's start-up scene](#) (WEF)
- [Camouflaging diversity issues isn't the same as solving them](#) (The Fast Company)
- [Elderly Hong Kong workers paid so badly they can hardly afford to buy lunch – but business groups insist they can't pay more](#) (SCMP)
- [Gurkhas to recruit women for first time from 2020](#) (BBC)
- [Bridging the gender investing gap for female entrepreneurs](#) (Sydney Morning Herald)
- [Why Women Really Quit Breastfeeding](#) (Harper's Bazaar)
- [Women Making Science Videos on YouTube Face Hostile Comments](#) (NY Times)

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

- [Everyday terrorism: A woman or girl is killed every other day in Canada](#) (The Conversation)
- [After Decades of Harassment, Flight Attendants Are Fighting Back](#) (Traveller)
- [Torment of young South Korean athletes raped and beaten by coaches at training camps](#) (SCMP)
- [Aly Raisman Takes the Floor](#) (ESPN)
- [More Than 100 U.S. Gymnasts Accept Arthur Ashe Award at Emotional ESPYs Ceremony](#) (Fortune)
- [City's #MeToo movement risks collateral damage](#) (Financial News)
- [How a Facebook Group for Sexual Assault Survivors Became a Tool for Harassment](#) (Wired)
- [Why Do Certain Men Resort to Sexual Harassment?](#) (Psychology Today)

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