



EVENTS | PROGRAMMES | CEO BLOG

Dear TWF friends

"I would venture to guess that Anon, who wrote so many poems without signing them, was often a woman." - Virginia Woolf, British author

In the last few years, the lack of gender diversity has been at the forefront of every conversation all over the world and the literary world is no exception. Despite the diversity and breadth of female authors, women's voices in literature continue to be under-represented in publishing, bestseller lists and literary awards. Biases in the ways men and women's subjects and themes are perceived continue to hinder the recognition of female authors.

In 2015, American author Catherine Nichols [described](#) her experience of having her first novel universally rejected by publishers, but was met with a very different result when she submitted it under a male pseudonym.

Hong Kong has its own trove of female literary talent. Eunice Lam (1943-2018), who [passed](#) away this May at the age of 75. A prolific writer, Lam penned more than 80 books, including *Crazy, The Burial of Youth and Fate*, and regular columns for major newspapers *Ming Pao* and *Apple Daily*.

The Shanghai-born Eileen Chang (1920-1995) continues to have a cult following in both Chinese-speaking and English-speaking worlds more than two decades after her death. Chang has a special connection to Hong Kong, having studied at the University of Hong Kong and stayed in the city intermittently. It was in Hong Kong that she wrote her first English-language novel, *The Rice Sprout Song* and the city was frequently featured in Chang's work, including *Lust, Caution*, *The Book of Change* and *Little Reunions*.

Like Chan, Han Suyin (1916-2012) – the pen name of Rosalie Matilda Kuang-hu Chou, also known as Elizabeth Comber – was also [inspired](#) by her brief stint in Hong Kong. Her best-selling semi-autobiographical novel, *A Many-Splendoured Thing*, was based on her love affair with a married Australian war correspondent in the city, and later adapted into the award-winning movie *Love Is a Many-Splendoured Thing*.

Today, Hong Kong women writers, such as Hon Lai-chu, Dorothy Tse, Wong Bik-wan, and Xu Xi, continue to make marks in the literary world. Last month, poet Xi Xi [won](#) the 2019 Newman Prize for Chinese Literature – the third female prize laureate and the first from Hong Kong.

The Hong Kong International Literary Festival, which opened last weekend, features not only a strong female line-up, but also bold themes ranging from feminism and LGBTQ+ to inclusivity in the arts and the #MeToo movement. We welcome these hard hitting topics and the many celebrated women authors contributing to the discussion: Leta Hong Fincher, Intan Paramaditha, Jenny Zhang, and many more.

One of TWF's key pillars is advancing women leaders. This objective applies to leaders in all fields including business, academia and government, and also in sports, literature and the arts. It is only when we have equal numbers of women leading in all of these fields that the full spectrum of the human experience can be appreciated.

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

Have a great week.

Fiona Nott
CEO, The Women's Foundation

UPCOMING EVENTS



Instagram Workshop for Female Entrepreneurs

Master creative basics to grow your business by joining this Facebook-led workshop to learn how to effectively use Instagram tools and features.

Date: Wednesday, November 28, 2018

Time: 7.00-8.30pm

Venue: Facebook Office, 66/F, One Island East, 18 Westlands Road, Quarry Bay

Register [here](#).

TWF PROGRAMME UPDATES



Girls Go Tech Follow-up Workshop



Last Saturday, we held our first 6-hour Follow-up Workshop at Munsang College (Hong Kong Island). Building on the Coding Workshop, 40 GGT participants learned video editing, animation and AR (Augmented Reality) that enabled them to create a digital profile of their smart home models. A huge thank you to Bloomberg for their support.



Girls Go Tech Coding Workshop

We were thrilled to see 40 girls from Kit Sam Lam Bing Yim Secondary School finish their 15-hour Coding Workshop last Saturday! Their journey started with coding using Micro:bit and ended with creating house models installed with smart living devices. We were excited to see students' creative devices like a sound-activated foldable bed, and a smart curtain operated by a motion sensor. We were glad to see their efforts paid off and their self-confidence bolstered throughout the process. Thank you very much to the MTR Corporation for their support!



Mentoring Day for Students with Goldman Sachs Community TeamWorks

TWF was delighted to partner with Goldman Sachs' Community TeamWorks Programme to host a Mentoring Day for 48 students in Kwai Chung Methodist College on October 26. Volunteers from Goldman Sachs led two workshops on social and dining etiquette. They also shared their experiences and insights with the students to help them consider future career paths. Many thanks to the enthusiastic Goldman Sachs volunteers for running this inspirational event.



Mentoring Programme 2018-2019 Launch!

Last Thursday, we officially launched the tenth cycle of our Mentoring Programme for Women Leaders. Mentors and protégés from 2018-2019 joined us for the first and second icebreaker sessions held on November 1 and 6, where they got to know each other better through "Speed Dating"! Huge thanks to Nomura and Clifford Chance for hosting.

IN THE SPOTLIGHT



TWF Supports Intergeneration VR Activity

Last Thursday, TWF Deputy CEO Rita Ching presented certificates at the Intergeneration VR Award Ceremony, hosted by HKT education Limited. The Ceremony recognised secondary school students who made VR videos that engaged the elderly on a virtual journey to different parts of Hong Kong.



TWF CEO Speaks at HSBC Male Allies Launch

We are thrilled to announce that TWF teamed up with HSBC Hong Kong to create HSBC Male Allies (A chapter of Male Allies HK) and launched the initiative last Monday. In the inaugural panel discussion, moderated by Suresh Balaji | HSBC, TWF CEO Fiona Nott joined Richard Lord | HSBC, Kevin Martin | HSBC and Susan Sayers | HSBC to discuss why gender diversity and inclusion matter and shared how this initiative offers their male colleagues a chance to declare support for their female counterparts, commit to actions and make a real change for gender equality in every aspect in their lives.

IN THE COMMUNITY



Join Step Challenge to Support Girls Go Tech

Get active in November! Please join the Hong Kong Computer Society's FACE Club charity event "Step Challenge" to raise funds for TWF's Girls Go Tech Programme (GGT).

Step Challenge is a month-long activity challenge beginning November 1. The person with the highest number of steps at the end of the 30-day challenge will take home an Xbox! Every step counts as all proceeds raised go to GGT. Step up to the challenge for a worthwhile cause [now!](#)



Celebrating Women in the Workplace

TWF is honoured to be a beneficiary of AIG's Celebrating Women in the Workplace. The event will bring together men and women from all over Hong Kong to talk about the numbers behind diversity, the challenges of finding a place to work that suits you and your situation and navigating the internal and external obstacles if that path should ever change its course. Experts from across industries, gender and backgrounds will openly share their insights/experiences in the hopes to inform, inspire and enlighten. All proceeds from the event will be donated to our Financial Literacy Programme for Marginalised Women.

Date: Thursday, November 15, 2018

Time: 2.00-6.30pm

Venue: The HKEX Connect Hall, 1/F One and Two Exchange Square, Central, Hong Kong
For more information and to register, click [here](#).



Hong Kong International Literary Festival 2018

TWF is pleased to support the Hong Kong International Literary Festival, taking place November 2-11. There is a strong showing of female authors including Susie Orbach, Cheryl Strayed, Intan Paramaditha, Jenny Zhang and Emmy the Great. Don't miss TWF CEO Fiona Nott's interviews with authors Xu Xi and Meg Wolitzer on November 10! For more information, please visit their [website](#). To purchase tickets, click [here](#).



Call for Participating Companies: HKU Study on the Female Talent Pipeline

TWF is pleased to support The University of Hong Kong's study on the Female Talent Pipeline, jointly conducted with Meraki Executive Search & Consulting. The results will provide a holistic, Hong Kong-specific picture of the current management of the female talent pipeline and identify opportunities to enhance retention rates and enable women to reach their full potential in the workplace.

Open through the end of November, if you have your company's gender diversity data on hand, we encourage you to participate! Click [here](#) for more information and to start the survey.

Chinese version available [here](#).



Beaujolais, Beyond the Nouveau Show

MWM Wine School, by Debra Meiburg MW offers the ideal blend of wine fundamentals and fun to fuel your enjoyment and up your wine IQ. Spend an evening or Saturday afternoon in their wine studio, with engaging teachers, unique workshops and an active, passionate alumni community. Join their Beaujolais workshop Friday, November 23 to experience the serious-side of this party-wine, and learn why it's more than just Nouveau. For more information, visit their [website](#).

OPENINGS AT TWF

Development Officer Opening

TWF is seeking a full-time Development Officer to join its dynamic team to plan and execute its fundraising initiatives, cultivate new sponsors and partners, manage its grant applications and explore other innovative approaches to fundraising. Please click [here](#) for the job description. Applications should be received by November 13.

Senior Manager / Manager Pipeline Initiatives Opening

TWF is seeking a full-time Senior Manager/Manager Pipeline Initiatives to join its dynamic team to develop, manage and execute a range of TWF's pipeline related programmes, partnerships and initiatives as well as cultivate new partners and stakeholders. Please click [here](#) for the job description. Applications should be received by November 13.

WHAT WE'RE READING

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

- [Hongkongers' clashing views towards women at work](#) (Human Resources Online)
- [E-commerce giant in China kills sexist make-up ads after backlash](#) (SCMP)
- [Hong Kong's new tourism advert accused of romanticising 'abusive' behaviour](#) (Independent)
- [Men Still Outnumber Women 2-to-1 as Speakers at Conferences](#) (Bloomberg)
- [50 powerful men told us their biggest insecurities about being a man](#) (QZ)
- [How Masculinity Contests Undermine Organizations, and What to Do About It](#) (HBR)
- ['Ban women drivers': China's sexism surfaces after bus plunges into river](#) (SCMP)
- [Girls really are just as good at maths! Myths about gender differences in education don't stand up, an analysis of 20,000 UK students has revealed](#) (Daily Mail)
- [BlackRock is sick of excuses for corporate boards lacking women](#) (Business Standard)

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

- [Google Walkout: A New Dawn For Women's Work Globally?](#) (Forbes)
- [UK TimeTo campaign exposes reality of sexual harassment in advertising](#) (Campaign Asia)
- [North Korea #MeToo Voices: 'They Consider Us Toys'](#) (NY Times)
- [Philip Green's #MeToo case prompts questions about non disclosure agreements](#) (AFR)
- [Sexual Harassment Is Rampant in Health Care. Here's How to Stop It](#) (HBR)
- [How technology brought the #MeToo movement to India](#) (Independent)
- [Sexual harassment compensation caps outdated in #MeToo era](#) (AFR)

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