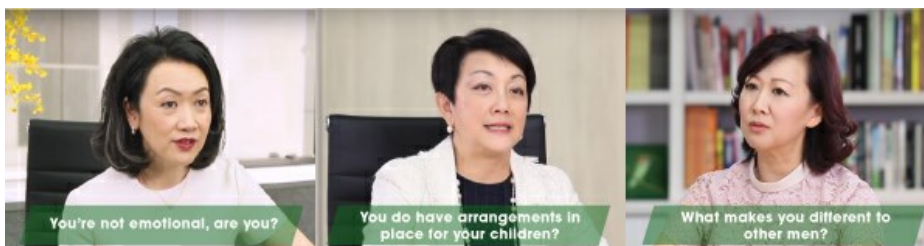




[EVENTS](#) | [PROGRAMMES](#) | [CEO BLOG](#)

Dear TWF friends



"We fundamentally believe that we will make better business decisions if we have diversity in thinking ... and that requires equal gender participation." - Jonas Prising, Chairman and CEO of ManpowerGroup

Flipping the Script

Echoing Hong Kong Chief Executive Carrie Lam's strong call on all listed companies to [appoint more women on their boards](#) in her annual policy speech last month, TWF and the 30% Club Hong Kong have taken a fresh approach to address the lack of gender diversity on Hong Kong boards issue - presenting a light-hearted video "Flipping the Script".

Three prominent female business leaders, Susanna Hui, Executive Director and Group Managing Director of HKT; Teresa Ko, China Chairman and Partner of Freshfields Bruckhaus Deringer; and Irene Lee, Chairman of Hysan Development Company Limited and Chair of 30% Club Hong Kong were invited to take on the role of interviewers who pose stereotyped and bias-loaded questions that women frequently get asked when interviewing for board positions.

Inspired by a similar film produced by the Australian Institute of Company Directors and 30% Club in Australia, the scenario amplifies some of the key obstacles to women's leadership - unconscious bias and stereotypes about females on corporate boards, which can cloud judgment in ways people are not fully aware of.

With this video, we also look to emphasise the fact that women are underrepresented in Hong Kong boardrooms, highlighting the urgent need for greater public awareness around increasing gender diversity on boards.

Board Diversity Investor Initiative

To push this agenda forward, 11 leading financial institutions overseeing up to US\$7 trillion AUM have joined forces to roll out [The Board Diversity Hong Kong Investor Initiative](#) in support of the 30% Club Hong Kong to demand more diversity in Hong Kong-listed and to-be-listed companies' boardrooms.

The Initiative also provides practical guidance for investors through the investor toolkit in areas such as transparency and accountability of the board composition, and diversity policy and promotion.

Founding Signatories include BlackRock Management, Manulife Asset Management and Oasis Management. And we, The Women's Foundation, are proud to be one of the partners of this progressive initiative.

Hong Kong has a deep talent pool of women, so let's stop the bias and focus on achieving greater gender diversity on Hong Kong boards; because what is good for business, is also good for Hong Kong. Please join us our efforts to increase diversity on Hong Kong Boards and find ways to expose these women to opportunities.

Watch the video in [Cantonese](#) and in [English](#) and use the hashtags [#flippingthescript](#) and [#boarddiversitymatters](#) to bring our message to every corner of Hong Kong!

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

Have a great week.

Fiona Nott
 CEO, The Women's Foundation

UPCOMING EVENTS

TECH Talks: Everything on Demand

TWF is thrilled to be partnering with Bloomberg to present TECH Talks - a new

TECH TALKS: EVERYTHING ON DEMAND
NOVEMBER 26, 7PM @ BLOOMBERG

Bloomberg 

three-part series that aims to spotlight how technology has transformed our daily lives, and to celebrate women who are contributing to this technology revolution in Hong Kong. Our first event will look into how on-demand culture has influenced time, customisation and convenience, and showcase some of the great platforms and services that have emerged from this movement. Join speakers Kate Jones, Founder of get.give and Linda Wang, Product Manager at Lalamove for an interactive evening of knowledge-sharing, networking and fun.

Date: Monday, November 26, 2018
Time: 7.00-8.30pm (registration from 6.30pm)
Venue: Bloomberg Auditorium, 27/F Cheung Kong Center, Central (25/F registration)
 Register [here](#). University students and professionals with 0-5 years of work experience highly encouraged to attend.

 #SheMeansBusiness
 Instagram Workshop for Female Entrepreneurs
 Nov 28 | 7.00pm @FACEBOOK

EVENT FULL

SUPPORTING ORGANISATION:


Instagram Workshop for Female Entrepreneurs

Event is full! Thank you for your support!

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

TWF PROGRAMME UPDATES



Mentoring Programme Wine Tasting & Networking

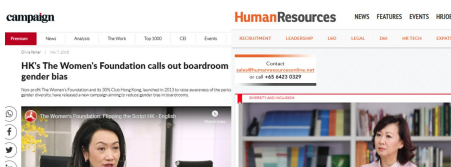
Last Friday, our mentors and protégés had an enjoyable wine tasting and networking evening supported by MWM Wine School, by Debra Meiburg MW. Thank you to MWM Wine School for presenting the wine and Baker McKenzie for hosting us.

IN THE SPOTLIGHT



TWF Deputy CEO Spoke at Education Bureau Seminar

Last Monday, TWF Deputy CEO Rita Ching was invited to speak at a seminar for over 400 principals and teachers, organised by the Education Bureau. Drawing on TWF's STEM research and the GGT Alumni platform, Rita shared her insights and experience on how to leverage community resources to promote STEM education.



"Flipping the Script" Video featured in Press

TWF's latest video campaign "Flipping the Script" that addresses the lack of gender diversity on Hong Kong boards has been featured in media including Human Resources Online and Campaign Asia. Please read the



TWF CEO Moderates Discussion at The Hong Kong International Literary Festival

This past Saturday, TWF CEO Fiona Nott moderated a panel entitled "The Second Shelf" at the Hong Kong International Literary Festival. She facilitated a discussion between New York Times bestselling author Meg Wolitzer and Hong Kong author Xu Xi around gender politics, women's fiction and the perception of women's lived experiences.

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](#).



A Worldwide Conversation on Women's Higher Education and Equality in the Workplace

TWF is pleased to support HKU SPACE and University of London's event on "A Worldwide Conversation on Women's Higher Education and Equality in the Workplace." Join the discussion spanning a university's responsibility in achieving gender equality to how universities can advance gender equality in the broader community. Speakers include Teresa Cheng | Secretary for Justice, Alfred Chan | EOC, Amy Tsui | HKU, Cecilia Chan | HKU, Wendy Gan | HKU SPACE, and Fiona Nott | TWF. William Lee | HKU SPACE will be the moderator.

Date: Saturday, November 24, 2018

Time: 10.00am-12.00pm

Venue: Room 204, 2/F, Admiralty Centre, 18 Harcourt Road, Hong Kong
Register [here](#).

Women Leaders in FinTech



TWF is pleased to support DigFin Group's "Women Leaders in Fintech" event. In collaboration with Invest HK, DigFin Group is organising an evening of speeches and panel discussions from industry leaders around fintech predictions for the year ahead and diversity within organisations today. Students from local universities will also be invited to join and meet role models as well as find out more about graduate schemes and how to get ahead in the fintech industry.

Date: Monday, December 3, 2018

Time: 6.00-9.00pm

Venue: Eaton Club, Champion Tower, 3 Garden Road

To register, click [here](#). Make sure to register through the TWF link and save 60% (free entry for university students!).



Hong Kong Human Rights Prize 2018 Awards Ceremony

TWF is pleased to be a supporting organisation for the Hong Kong Human Rights Prize organised by Justice Centre Hong Kong. Join them as they celebrate the powerful stories of Hong Kong artists at their awards ceremony on December 8. Launched by Justice Centre Hong Kong in 2013, the prize plays a pivotal role in discovering and encouraging Hong Kong-based artists to explore the state of human rights both at home and abroad.

Date: Saturday, December 8, 2018

Time: 4.00-8.00pm

Venue: The Hive Spring, Remex Centre, 3/F, 42 Wong Chuk Hang Road

For more information and to register, click [here](#).

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 30.

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 30.

WHAT WE'RE READING

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

- [Hong Kong's 'Old Boys' Club' Faces Threat of Board Shakeups](#) (Bloomberg)
- [Prejudice against female leaders more common than we think, says new research](#) (Women's Agenda)
- [U.K. Gender Pay Gap for Top Executives Narrows After New Rules](#) (Bloomberg)
- [Arianna Huffington: Women pay the highest price for our culture of burnout](#) (Vogue India)
- [50 industry-leading men share their best advice on masculinity](#) (QZ)
- [Women In The Workplace: The Myth Of The Confidence Gap](#) (Forbes)
- [U.S. Elects Record Number of Women to House of Representatives](#) (Bloomberg)
- [Sisterhood Is Scarce](#) (HBR)
- [A Buddhist monk and makeup artist proves beauty is a spiritual practice](#) (QZ)

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

- [Mother hits out at 'victim blaming' German Swiss International School after daughter 'discouraged from reporting sexual assault to police'](#) (SCMP)
- [Google CEO Sundar Pichai announces diversity and harassment policy changes](#) (HR Online)
- [Sexual harassment in China's male-dominated civil service accepted as the norm, observers say](#) (SCMP)
- [#MeToo in Philippines: Harvey Weinstein accuser spreads campaign](#) (SCMP)

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