

Dear Inti

### Please Mind the Gender Gap

*"We need to resist the tyranny of low expectations. We need to open our eyes to the inequality that remains. We won't unlock the full potential of the workplace until we see how far from equality we really are."* — Sheryl Sandberg, COO of Facebook

2018 is almost over, and in less than a month, we will be welcoming 2019. But have we made progress? Two separate US-based studies show that progress in workplace gender diversity is stagnating and the gender pay gap is wider than previously thought.

According to the study "[Women in the Workplace 2018](#)", conducted by McKinsey and LeanIn.org, women in the US remain significantly underrepresented in the workplace. Although more women earn bachelor's degrees than men, they are still less likely to be hired into entry-level positions, and are far less likely to be hired or promoted into managerial positions. Women currently hold 38% of managerial roles, while men occupy a whopping 62%.

[Read More](#)

## UPCOMING EVENT



### International Women's Day Lunch 2019

Each year, TWF commemorates International Women's Day by celebrating the achievements of women and reaffirming our commitment to building a gender balanced Hong Kong. Early Bird prices for the IWD Lunch (HKD 37,000 Gold, HKD 31,000 Silver and HKD 1,900 Individual) expire on **January 18, 2019** - so please reserve your table or seat now! For sponsorship, table host and ticket enquiries, please contact Aggi Cheng at [aggi.cheng@twfhk.org](mailto:aggi.cheng@twfhk.org)

## TWF PROGRAMME UPDATES

### Girls Go Tech Coding Workshop Update

Last Saturday, we began another round of Coding Workshops with Hong Kong True Light College. 40 F.1 - F.2 girls learned basic coding skills and used Micro:bit to create their own smart lamp. They will create their own model house installed with smart living devices powered by Micro:bit in the coming two workshops.





## Credit Suisse Career Workshop

Last Tuesday, TWF was delighted to partner with Credit Suisse to host a Career Workshop for 30 F.4 - F.5 girls from Pope Paul VI College and Munsang College (Hong Kong Island). The workshop consisted of an introduction to banking and technology, mingling session and an office tour. Huge thanks to the enthusiastic CS volunteers for sharing their experiences, thoughts and career tips with the girls.

## Mentoring Programme - Alumni Reunion

Last Thursday, we held our annual Alumni Reunion with keynote speaker Lale Kesebi sharing her journey as a leader and paying it forward as an alum of the Mentoring Programme for Women Leaders. There was a panel session on our Alumni Lean-In Circles and the panellists covered key aspects of running a circle and how the circle has contributed to the continuation of their mentoring journey. Huge thanks to PwC for hosting!



## #SheMeansBusiness Instagram Workshop

We were delighted to co-host a #SheMeansBusiness Instagram workshop with Facebook last Wednesday. Mandy Lee, Founder of Lady and Pups, shared her journey on how she created her food blog and how she engages her audience in an authentic way. Thank you once again to the Facebook team for hosting and sharing insightful tips with all the female entrepreneurs!

## IN THE SPOTLIGHT

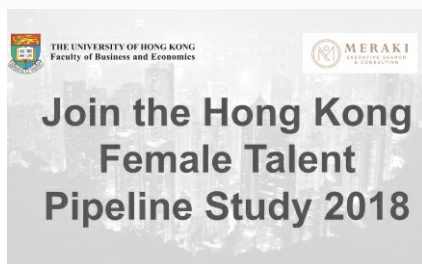
### TWF and Goods Co Share Joint Project Featured at Industry Forum

Yesterday, The Operation Santa Claus UBS NGO Leadership Programme hosted an Industry Forum on Innovation & Social Impact in the NGO leadership space. The event also included a sharing session of the four Champion projects of the Leadership Programme. Deanie Chiu, TWF's Financial Controller, and her partners from Goods Co Share were the champions from 2016 in designing a vending machine to share necessities with underprivileged families at discounted prices.

For more on their project, please watch this [video](#)



## IN THE COMMUNITY



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

[Click here for more information](#)



**TRANSFORMED: FemTechHK 2018**

[Register now](#)





### Hong Kong Human Rights Prize 2018 Awards Ceremony

[Register here](#)



### Asian Financial Forum 2019

As a supporter of TWF, please use the code **MDB284** to register and get 40% off!

[Register now](#)

## 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. Applications should be received by January 14, 2019.

[Apply now](#)

### 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. Applications should be received by January 14, 2019.

[Apply now](#)

### Programme Director Opening

TWF is seeking a full-time Programme Director to join its rapidly growing and dynamic team to plan and manage its innovative and impactful community programmes. Applications should be received by January 14, 2019.

[Apply now](#)

## WHAT WE'RE READING

### Gender Equality

- [Meet the woman exposing the secrets of tech giants like Facebook](#) (SCMP)
- [Nike design chief talks Colin Kaepernick, empowering women, and the future of retail in Asia](#) (SCMP)
- [Vatican 'suffragettes' want to break church's glass ceiling](#) (NY Post)
- [Growing support for gender equality but some say women 'exaggerate'](#) (SMH)
- [Can software bring women's pay up to men's? This tech entrepreneur thinks so](#) (The Guardian)
- [The truth about investing: women do it better than men](#) (The Guardian)
- [An Embarrassing Scandal Hits World's Most Gender Equal Society](#) (Bloomberg)
- [Fidelity Promotes More Women After Misconduct Allegations](#) (Bloomberg)

### Sexual Harassment

- [繁複程序致性暴力受害人減低報警意欲 倡一站式中心](#) (HK01)
- [Wall Street Rule for the #MeToo Era: Avoid Women at All Cost](#) (Bloomberg)
- [Police ignored an Indian woman's story of assault. Then her attackers lit her on fire](#) (Washington Post)
- [It's been one year since the #MeToo movement. What's changed?](#) (World Economic Forum)

### Masculinity

- [Boys on film: what we can learn about masculinity from Hollywood](#) (The Guardian)

### Board Diversity

- [Need Proof That Companies Can Have Gender Diverse Boards? Look to France](#) (Fortune)
- [Kering Awarded for High Proportion of Women on Board](#) (WWD)

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