

Dear TWF friends

Actioning Gender Equality IWD 2020

This Sunday, March 8, is International Women's Day – a day to take stock of where the world stands in terms of closing the gender equality gap and to celebrate the milestones and achievements we all have made towards this goal thus far.

This year's theme **#EachForEqual** highlights the power of individual agency in bringing about change. At a time when many of us are working from home this theme couldn't be more fitting. Each of us as an individual, team, organisation and a city – has a role to play. Small steps taken individually and collectively can lead to tremendous shifts and will make a material difference in advancing gender equality in Hong Kong and beyond.

As a starting point, we have designed a graphic around actions we each can take to advance gender equality – at work, at home and in society. Commit to an action, share it, and be sure to tag us on [Facebook](#), [LinkedIn](#) or [Instagram](#).

What are you committed to actioning? Make it specific. Make it actionable. Make it a habit.



Women and girls face many forms of inequality*:



1 in 7 women will experience sexual violence, but 9 in 10 will not report it



1 in 6 women live below the poverty line



The female workforce participation rate is low at 55%



Only 13.6% of directors on HSI company boards are women



The gender pay gap is 22% and wider than ten years ago



Over 50% of employers said they would not hire women with children



Boys are four times more likely to enter STEM-related degrees and careers than girls

But gender equality can become a reality through the power of individual action.

Ideas for Action:



Work

- champion flexible work
- sponsor or mentor a female colleague
- hire diverse talent & close the pay gap
- support parents to return to work
- adopt family friendly practices, with particular attention to parents and carers
- engage male allies
- lead a women's network



Home

- challenge gender stereotypes
- share childcare and eldercare responsibilities
- talk about gender-related issues and challenges
- split household chores
- encourage a young girl to pursue a STEM career
- help children learn to speak and behave with gender sensitivity



Society

- support marginalised communities
- learn about gender issues
- challenge your assumptions
- be an active bystander, stand up to harassment and discrimination
- join community organisations
- champion gender issues with the Government, organisations and community

WHAT WILL YOU COMMIT TO ACTIONING?

MAKE IT SPECIFIC. MAKE IT ACTIONABLE. MAKE IT A HABIT.

#EACHFOREQUAL #TWFHK

*References

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Together, let's make Hong Kong a city of equality and opportunity for all.

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



TWF's Organisational Guide to Celebrating International Women's Day

During this challenging period in Hong Kong, we wanted to share some ideas on how your organisation or network can meaningfully celebrate International Women's Day 2020 whether that be remotely or in person, for the entire company or just within one team.

[Download the guide here](#)

UPCOMING EVENTS



Hong Kong's Opportunities in Crisis

Virtual Panel Discussion
March 5 @ 1pm

Hong Kong's Opportunities in Crisis - Virtual Panel to Commemorate IWD

Hong Kong is facing unprecedented challenges which are also providing unique opportunities for collaboration and innovation. Join a diverse panel of experts for this virtual session as we discuss these issues through a gender lens, and explore the tools and partnerships needed to address these issues and advance gender equality. Speakers include Cecilia Chan | HKU, Judy Kan | HER Fund, Jodi Schneider | Bloomberg, and Adrian Warr | Edelman, moderated by Fiona Nott | TWF.

Date: Thursday, March 5
Time: 1.00-2.00pm

[Tune in to our Facebook page tomorrow!](#)

Reschedule: International Women's Day Lunch 2020

Please join us for TWF's International Women's Day Lunch, sponsored by Swire Group and Swire Properties, taking place on **June 11, 2020** at the Conrad Hotel Hong Kong as we reaffirm our commitment to build a gender-balanced world.

Early Bird pricing is available until Friday, March 27, 2020!

June 11 | 12:00 – 2:00pm | Conrad Hotel, Admiralty

We are delighted to present this year's programme: "Designing Equality". The panel will explore the interaction of gender and design in private, public and commercial spaces and discuss challenges and celebrate achievements of women in the Hong Kong design world.

For table/corporate sponsorship opportunities, please directly contact Virginia.Li@twfhk.org. Individual tickets can be purchased [here](#).

[More info here](#)



IN THE COMMUNITY



International Women's Day at The Upper House

This Sunday, celebrate International Women's Day by working out with friends for an athletic-style fitness class at The Upper House. Then, continue to Café Gray Deluxe for a refuelling brunch. A portion of proceeds will be donated to TWF so don't miss out on this good cause!

[Book now!](#)

TWF Partners with SENREVE for Women's Month

TWF is pleased to partner with female-founded luxury handbag brand SENREVE's Women's Month campaign. Shop online anytime in the month of March using code **TWF2020** to receive a complimentary Card Wallet gift with purchase – and 8% of the sales will be donated to TWF's programmes and initiatives to support women and girls in HK! Their bags are available for sale online via www.senreve.com



OPENING AT TWF

Programme Officer Opening

TWF is seeking a full-time Programme Officer to support our exciting range of programmes for advancing women leaders including TWF's signature Mentoring Programme, 30% Club/Women in Leadership related initiatives. The position would join our dynamic Pipeline Initiatives team and suit a recent graduate who is energetic, personable, communicative, highly organised and passionate about women's and gender issues. Applications should be received by March 15, 2020 (Early Application is encouraged).

[Apply Now!](#)

WHAT WE'RE READING

Gender Equality

- [Cynthia Nixon praised for viral video about impossible standards of being a woman today](#) (Independent)
- [How China's coronavirus health care workers exposed the taboo on menstruation](#) (SCMP)
- [Younger feminists have shifted my perspective](#) (Guardian)
- [No kids, no husband: the Filipino women defying society and embracing who they want to be](#) (SCMP)
- [Listen to The Economist Asks: Janet Yellen](#) (Economist)
- [Scotland set to be the first country to provide free pads and tampons](#) (NY Times)
- [Feminism's purity wars](#) (Atlantic)
- [Young women won't be told how to behave but is #girlboss just department by another name?](#) (The Conversation)
- [Concern about "sexualised" children often misses the point](#) (Economist)
- [Julia Gillard's new book to examine women and leadership](#) (Women's Agenda)
- [Do women make better CEOs?](#) (AFR)

Sexual Violence & Harassment

- [What The Harvey Weinstein Verdict Means To Me As A Rape Survivor](#) (Vogue)
- [Harvey Weinstein conviction is only the beginning](#) (SCMP)
- [The greatest human rights violation on the planet is the harm men do to women](#) (SMH)
- [Simone Biles blasts USA Gymnastics' settlement proposal; Aly Raisman assails 'massive cover up'](#) (Washington Post)

Board Diversity

- [Asset managers demand companies take action on gender diversity](#) (FT)

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