

Dear TWF friends




Gender Diversity Must be at the Heart of COVID-19 Recovery Plans

"In diversity, there is strength." – Maya Angelou, poet

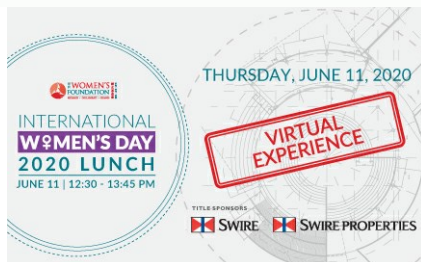
With the gradual lifting of COVID-19 measures, we have started to see signs of what appears to be Hong Kong normalcy: gyms reopening, long restaurant queues, and densely crowded buses and trains. While most of us are easing back into our former routines with cautious optimism, other aspects of society have been upended with far-reaching implications— particularly the altered landscape of the economy. As businesses grapple with complex and volatile conditions that will affect their long-term sustainability, it's more important than ever that diversity and inclusion feature as a core element of both decision making and the building of our "new normal".

Under normal conditions, we all know diversity in the workplace provides a host of benefits. Diverse teams are more innovative and creative; they tackle complex and unusual problems more effectively; and coupled with a culture of inclusion, diverse workforces retain a wider range of talent. On gender diversity in particular, McKinsey has noted companies in the top quartile for gender diversity are more likely to outperform on profitability and have better value creation.

These benefits that serve companies well in normal times place companies at an even greater competitive advantage in times of crisis. Identifying and capitalising on new opportunities in this new economic and social landscape will require tapping into the full spectrum of talent available. Diverse companies analyse a wider range of financial issues and impacts, which is particularly critical now. COVID-19 has also opened up new avenues for positive change including using our current remote work arrangements to rethink the metrics in which we measure performance, analysing data from virtual meetings to look for new areas where bias and exclusion might be present and creating more inclusive practices, and introducing the notion that flexible work arrangements can work for everyone.

 [Read More](#)

UPCOMING EVENT



Virtual International Women's Day Lunch

On June 11, we will be hosting our annual International Women's Day Lunch to celebrate the achievements of women and girls in Hong Kong. Due to ongoing government regulations on events, and to ensure the safety of our guests, our IWD Lunch will now be held in a virtual format.

Whilst the format of the event will be different, our mission remains the same: to build a gender equal Hong Kong.

Sponsored by **Swire Group** and **Swire Properties**, this year's virtual programme includes a compelling panel discussion titled "Designing Equality", messages from our programme participants, and

opportunities to engage and network virtually, all whilst helping to raise critical funds for TWF.

For new corporate sponsorship opportunities at discounted rates, please contact Virginia.Li@twfhk.org.

Individual attendees can register [here](#). Please confirm your attendance early to avoid disappointment.

Please contact us if you would like to arrange a refund or adjustment given the new event format. For holders of individual tickets that wish to donate, tax deductible receipts are available, also for tickets previously booked through Eventbrite.

[More info here](#)

#TECHFORGOOD



Help Us Support Underprivileged Families During COVID-19

As Hong Kong fights the pandemic with ongoing school closures and other measures, TWF is committed to assisting underprivileged girls and their families. In collaboration with Hong Kong Association for Computer Education (HKACE), we intend to donate **500** much needed second-hand portable devices to underprivileged families to enable their children to access online school work and e-classes amid school suspensions.

We need your help to make this happen. Please consider joining this vital project for our community by donating 25-50 laptops, iPads or tablets; or by helping us [cover the costs](#) for coordination of this outreach project.

Visit [here](#) for more information. Kindly contact Connie.Cheung@twfhk.org or Deanie.Chiu@twfhk.org with any questions.

#MAKEPEOPLECOUNT CAMPAIGN



#MakePeopleCount Update

MEDIA & MTR

TWF CEO Fiona Nott was quoted in an article from the South China Morning Post explaining how COVID-19 has exacerbated the pervasive problem of sexual violence in Hong Kong, which also [mentions](#) the campaign.

Thanks to the Equal Opportunities Commission for featuring our campaign in their [e-newsletter](#).

Our campaign is still featured on MTR escalator crowns and concourse TVs across Hong Kong.

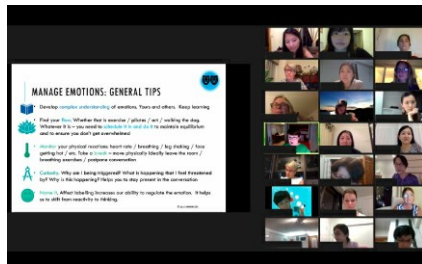
WAYS TO ENGAGE

Our campaign will be running through the end of May, so please share our [video](#), [resources site](#) and / or advocacy recommendations ([Chinese](#), [English](#)) with your networks or engage with us on social media.

If you have any questions or feedback about the campaign, please contact Lisa Moore at Lisa.Moore@twfhk.org.

#TechForGood

We have donated the first batch of portable devices to six of our Community Programme's school partners to support their underprivileged students for our #TechForGood initiative. A heartfelt thanks to ASL, Baker McKenzie, CLP, HSBC, KPMG, Logitech, Maven, SmarTone and State Street for donating these devices to TWF!



Mentoring Programme - Conflict Management & Difficult Conversations

On May 14, we had an engaging session on Conflict Management and Difficult Conversations. Led by Sala Sihombing, a previous mentor (Cohort 2016/17) and an Accredited Family and General Mediator, we explored what to do before, during and after a difficult conversation. Participants learned how emotions are created, reflected on our own conflict resolution styles, and took away a whole range of practical tools.

Thank you Sala for the inspiring evening!

Support TWF's Mentoring Programme

The 12th year of our flagship Mentoring Programme for Women Leaders will start over the summer. If you think your organisation is committed to diversity, working hard to develop a pipeline of women leaders, and would be interested in becoming a corporate partner of the programme, there are limited spots left! Get in touch: mentoring@twfhk.org



DONATE TO TWF



The COVID-19 pandemic is not only having a profound impact on our health, but also on our society. Women are disproportionately impacted by this crisis - from comprising the majority of health workers and undertaking the majority of care work at home without the support of schools or care centres to facing increased risks of domestic abuse and other forms of gender-based violence.

At TWF, we are committed to working with you all in forging a path forward that is equal – for men and women, boys and girls. As we continue to grapple with COVID-19, it's more vital than ever that gender equality, diversity and the needs of our most vulnerable are kept in mind. We know this next period will be a challenge for all of us and will leave our city changed in ways that are both predictable and unpredictable. Help us as we continue to empower and improve the lives of women and girls in Hong Kong. Please make a donation to support our

IN THE COMMUNITY

Facebook's Go Digital Programme for the #SMB community

As part of #SheMeansBusiness, TWF is proud to support Facebook's Go Digital Programme for female entrepreneurs. Go Digital Programme will help you develop knowledge and skills around digital marketing and help your business continue in the current crisis. Delivered in **Cantonese**, you can access the programme in your own time and join live Q&A sessions with Facebook experts.

[Sign up here!](#)

Shop with SENREVE & Support TWF

As a brand inspired by strong, bold women, SENREVE has a special place in their hearts for mothers. For their "Me & My Maestra" month-long campaign in May, all purchases made on www.senreve.com with the code **TWF2020** will receive a US\$50 discount – and on top of that, 8% of all sales generated with this code will be donated to The Women's Foundation.



WHAT WE'RE READING

Gender Equality

- [當整個社會對女性主義高度不信任，我們怎麼跟異溫層溝通？\(WOMANY\)](#)
- [Why Are Women-Led Nations Doing Better With Covid-19? \(NYT\)](#)
- [Our recovery from the coronavirus crisis must have gender empowerment at its heart \(WEF\)](#)
- [Teenage girls more stressed and anxious under lockdown than boys \(SMH\)](#)
- [The lack of women in cybersecurity leaves the online world at greater risk \(The Conversation\)](#)
- [Pakistan girls murdered over phone video footage \(BBC\)](#)
- [Coronavirus Exposes The Business Of Safe Birth \(Forbes\)](#)
- [Will COVID-19 allow more women to become leaders? \(Fast Company\)](#)
- [South Korean Board Game About Fighting Sexism Gets China Release \(Sixth Tone\)](#)
- [Huge FGM rise recorded in Somalia during coronavirus lockdown \(Guardian\)](#)

Sexual Violence & Harassment

- [「等疫情過後，很多可愛女生會去做風俗娘」一個日本搞笑藝人的歧視言論 \(WOMANY\)](#)
- ['Nth room' creator faces indictment for sexual abuse of teens \(The Korea Times\)](#)
- [Rise of Gender-Based Violence: A Pandemic's Side Effect \(Ms. Magazine\)](#)
- [How can HR help employees facing family violence? \(HRD Asia\)](#)
- [Alleged sexual assault of teen girl prompts calls to raise age of consent \(Inkstone\)](#)

Masculinity

- [Men are less likely to wear masks – another sign that toxic masculinity kills \(Guardian\)](#)
- [Donald Trump and the Tragedy of Failed "Masculine" Leadership \(Ms. Magazine\)](#)

Board Diversity

- [Australian boards are male and pale \(AFR\)](#)
- [Antofagasta in investors' crosshairs over gender diversity \(FT\)](#)

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