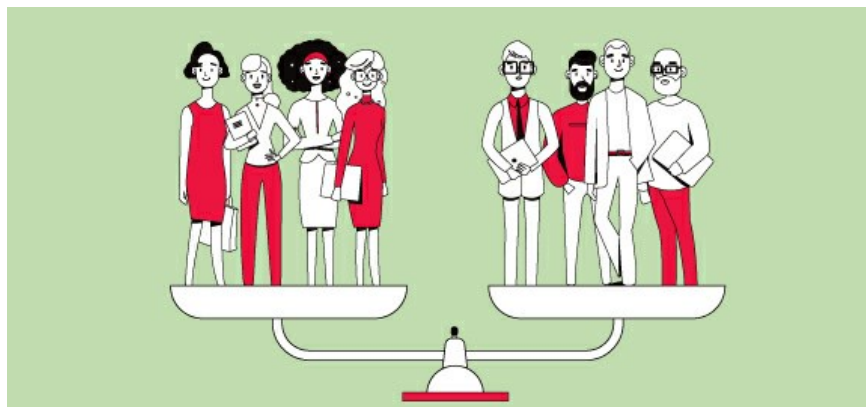


Dear TWF friends



### Gender Bias in the Investment Profession in APAC

*"When we listen and celebrate what is both common and different, we become a wiser, more inclusive, and better organization."*— Pat Wadors, Chief Talent Officer, ServiceNow

Women in the investment management industry in Asia Pacific still face gender discrimination in the workplace. According to the CFA Institute survey "Gender Bias in the Investment Profession in Asia Pacific", women face challenges that are seen across many industries including the gender pay gap, too few senior female role models, a lack of dedicated mentoring opportunities, and not enough training in STEM. Alongside these issues, the survey found that women in the industry face common social pressures to prioritise family responsibilities and are still expected to 'look and dress the part' at work.

Disappointingly, while 95% of respondents overall claim they advocate for gender equality, many still say it's a taboo topic in the workplace. In Hong Kong, 83% of respondents claim they advocate for gender parity, but only 37% of men (vs 63% of women) indicated they would speak out about gender discrimination and inequality in the workplace. This is despite the fact that a third of respondents have witnessed gender discrimination and close to 15% have left a company for this reason.

[Read more](#)

## DONATE TO TWF



The COVID-19 pandemic is not only having a profound impact on our health, but also on our society. Women will continue to be disproportionately impacted by this crisis as we move towards recovery efforts – from large numbers of redundancies in female-dominated sectors 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 build our new normal, it's more vital than ever that gender equality, diversity and the needs of our most vulnerable are kept in mind.

**We would ask you to consider donating a portion of your HK\$10,000 Cash Payout to support our critical work.** Help us as we continue to empower and improve the lives of women and girls in Hong Kong.

[Make your donation here](#)

## UPCOMING EVENT



## Gala Dinner 2020 - Save The Date

On November 5, we will be hosting our Annual Gala Dinner – be sure to Save the Date!

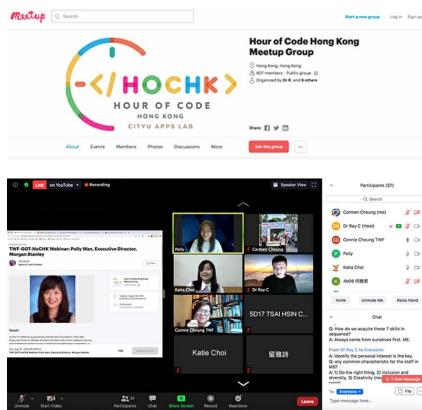
TWF is monitoring the COVID-19 situation closely. The format of the programme is being carefully designed to keep our guests safe, which remains our priority. We will update you on the format of our event in due course.

Whatever the situation, whatever the format – let's come together for a gender equal Hong Kong.

We look forward to celebrating with you.

[Contact us for corporate sponsorship opportunities here](#)

## TWF PROGRAMME UPDATES

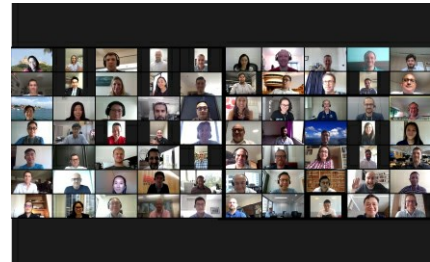


### Girls Go Tech Programme x Hour of Code Webinar

On August 18, GGT participants joined a webinar co-organised by CityU Apps Lab. Polly Wan | Morgan Stanley shared her experiences from an academic background in computer science and how she applied it to her career in the finance industry. Polly emphasised the importance of critical thinking, problem-solving skills and creativity in today's technology-driven world. Huge thanks to CityU Apps Lab for hosting the webinar and Polly for her inspiring sharing!

### Introduction to Male Allies

On August 21, we kicked off the third year of the Male Allies Initiative with over 110 participants joining our introductory session for new Allies. Thank you to our speakers Brian Henderson, Jonathan Voo and Simon Murphy for sharing their experience of being Male Allies on the programme, including the Influencer Circles.



### Reverse Mentoring Circle Discussion

On August 25, our Reverse Mentoring pilot pairs explored the benefits of bridging Internal Male Allies and Women's Networks and brainstormed strategies for building connection and handling scepticism. Thank you very much to our sponsor Cathay Pacific, our speaker Sanza Bulaya, and our facilitators, Nancy Wang and Scott Harmer!

### Building a Sexual Violence Free Hong Kong Panel

Last Wednesday, we hosted a panel discussion on "Building a Sexual Violence Free Hong Kong" with Amber Hawkes | Facebook, Dr Trisha Leahy | Hong Kong Sports Institute, Tim Mak | Freshfields Bruckhaus Deringer and Tiffany Ng | RainLily, moderated by Fiona Nott | TWF.

The conversation shed light on the factors contributing to the prevalence of sexual violence in Hong Kong and ways in which the pandemic has impacted this issue. Our speakers shared best practices and provided examples on ways we can work



together across industries and sectors to effectively address some of these challenges.

## #TECHFORGOD



### Help Us Support Underprivileged Families

As we are facing the third wave of COVID-19 cases, making sure underprivileged students, in particular girls, have equal access to the technology they need to support their education during uncertain times continues to be a priority.

In collaboration with The Hong Kong Association for Computer Education (HKACE), TWF intends to donate 500 much needed second-hand portable devices to underprivileged families to enable their children to have access to online classes, schoolwork, tools, and resources.

**We have delivered over 400 computers to families in need, but we need your help to give devices to our last few families.** 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](mailto:Connie.Cheung@twfhk.org) or [Deanie.Chiu@twfhk.org](mailto:Deanie.Chiu@twfhk.org) with any questions.

## IN THE COMMUNITY



### Nominations open for AmCham's 2020 Women of Influence Awards!

TWF is proud to support AmCham's 2020 Women of Influence Awards celebrating inspiring women, and companies and male champions that are leading the way for gender equality. To submit your nominations for eligible individuals and companies within your networks or for more information, visit [here](#). Be sure to submit before the deadline of September 14.

Winners will be recognised at AmCham's Women of Influence Conference & Awards on November 13 – this year combining live and pre-recorded elements in a virtual format under the theme of "Global Issues, Local [S]heroes – Women Taking the Lead". Check out the latest details [here](#) and register [here](#). Enter the code **1VTSCLUD** to enjoy member rates for friends of TWF!

## WHAT WE'RE READING

### Gender Equality

- CFA協會: 投資界僅三成男性願為性別平等發聲 內地人士最支持 (Mingpao)
- Stitch Fix 創辦人 Katrina Lake: 一開始被貼上女性執行長標籤時, 我其實很抗拒 (WOMANY)
- Agender Café: [That Kind of Karen](#) (RTHK Radio 3)
- [Are women leaders really doing better on coronavirus? The data backs it up](#) (The Conversation)
- [Gender equality in China, from birth ratio to politics and unpaid care work, still has a long way to go: report](#) (SCMP)
- [Are gender-neutral acting awards the right move?](#) (NME)
- [Selective abortion in India could lead to 6.8m fewer girls being born by 2030](#) (Guardian)

- [Japan women hold 8% of manager jobs, far from 2020 goal of 30%](#) (Nikkei Asian Review)
- [COVID-19 is Making it Even Harder for Girls in Rural Nepal to Deal With Period Stigma](#) (Vice)
- [Women of Impact: A century after women's suffrage, the fight for equality isn't over](#) (National Geographic)
- [Dads Three Times as Likely as Moms to Receive a Promotion While Working From Home During COVID](#) (Working Mother)
- [Working Parents Are Angry. But What Can We Do?](#) (Greater Good)
- [The 'old normal' was hard on women — and we need to use the pandemic as an opportunity to fix that](#) (Business Insider)
- [Women of the world, unite!](#) (UN WOMEN)
- [The most ridiculous historical arguments denying women the right to vote](#) (CNN)
- [Gaming Industry: Please Wait... Gender Balance Loading](#) (Forbes)

#### **Sexual Violence**

- [Fashion's dirty secret: how sexual assault took hold in jeans factories](#) (Guardian)
- [Egypt #MeToo: Arrests over alleged gang rape after Instagram campaign](#) (BBC)
- [Off-duty Hong Kong policeman arrested on suspicion of taking upskirt photos of colleague in MTR station](#) (SCMP)
- [Escape: the woman who brought her trafficker to justice](#) (Guardian)

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