

Dear TWF friends



### Gender Spotlight Amidst COVID-19

*"Historically, pandemics have forced humans to break with the past and imagine their world anew. This one is no different...We can choose to walk through it, dragging the carcasses of our prejudice and hatred, our avarice, our data banks and dead ideas, our dead rivers and smoky skies behind us. Or we can walk through lightly, with little luggage, ready to imagine another world. And ready to fight for it."* - Arundhati Roy, author

Amidst tighter social distancing measures to ward off a 'fourth wave' of COVID-19 in Hong Kong, we hope everyone is staying positive and taking reasonable precautions while still living fully. We wanted to highlight three positive developments for gender equality from around the world:

**New Zealand re-examines compensation for 'women's work':** COVID-19 has made the world recognise and reassess 'women's work'. Occupations that have historically been extremely undervalued, including caring responsibilities, cleaning work, food provision, and roles involving significant amounts of 'emotional labour', that are all disproportionately carried out by women, are now increasingly seen as essential. New Zealand has gone a step further to fairly compensate roles that are largely held by women. Rather than equal pay for equal work, amendments to its Equal Pay Act demand equal pay for work of equal value. This landmark amendment accepts that in some industries, wages are lower because the work was mainly carried out by women and this is discriminatory. The amendment demands a long overdue examination of the value of women-dominated occupations and offers hope for tackling the gender pay gap.

[Read More](#)

## TWF PROGRAMME UPDATES



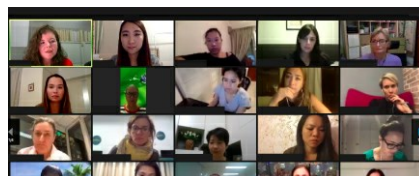
### Tackling Sexual Harassment in All Workplaces

Yesterday, TWF and the Equal Opportunities Commission co-hosted an event on preventing sexual harassment in the workplace. Peter Reading | EOC shared recent reforms to the Sex Discrimination Ordinance. This was followed by a panel discussion moderated by Fiona Nott | TWF and featuring Sehr Ahmed | Mercer, Helen Colquhoun | DLA Piper, Peter Reading | EOC and Rasheed Shroff | Banyan Workspace who discussed what employers and co-working spaces can do as best practice to prevent sexual harassment in those environments.

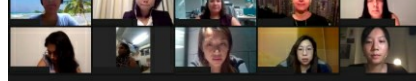
[Watch the recording here!](#)

### Mentoring Programme - Icebreaker #2

On November 12, we hosted an Icebreaker with the theme "Being a Woman in Hong Kong". Led by Lisa Moore | TWF, the session provided an



opportunity to discuss the cohort's personal experience and ways to become advocates of change. On November 10 and 17, our participants also took part in two mini speed dating sessions, where they met and connected with their fellow mentors and protégés. Thank you everyone for participating!



### Male Allies Initiative: Large Operator Focus Group

On November 13, Male Allies held its second industry-specific focus group. Our discussion looked at D&I strategies and learnings for companies with large sales, technical and/or on-the-ground workforces. These focus groups provide an opportunity for Allies to share their challenges as well as any practices that have worked for them in building more inclusive workplaces.

## SUPPORT TWF!



### Order 'Sparky & Benny's Big Home Mystery' & Support TWF

TWF is delighted to be one of the beneficiaries of 'Sparky & Benny's Big Home Mystery.' Authored by TWF Mentoring Programme alumnus, Janice Lao, and her daughter, this illustrated educational book on climate change (targeting 7-11 year olds) follows the story of two young whale friends on a mission to find out why they are losing their homes, who is responsible and how they can stop it from happening.

[Pre-order your copy today!](#)

## IN THE COMMUNITY



### Former TWF CEO appointed to the Equality and Human Rights Commission

Congratulations to Su-Mei Thompson, former TWF CEO (2009-2017), for her recent appointment to the Equality and Human Rights Commission in the UK!

[Read more here](#)

### Join the International Conference on Gender, Language and Education (ICGLE) via Zoom – For FREE!

Hosted by The Education University of Hong Kong, ICGLE will be conducted via Zoom from December 2-4, 2020, under the theme of "Gender, Language and Education: Equality and Diversity Issues in Asia and Beyond". Zuriel Oduwole | American Education Advocate and Film Maker, Dr Jane Sunderland | Lancaster University and Theresa Yeh | National Taiwan University have been invited to give keynote speeches.

The three keynote speeches are now open to the public. Please register to join the sessions [here](#) by November 20!

[More info here](#)



### AVCJ Women in Asian Private Equity Forum

TWF is pleased to support the AVCJ Women in Asian Private Equity Forum. Returning for the third year, the Forum will



Women in Asian Private Equity Forum  
Virtual Briefing, 10 December 2020 (09:00 - 13:00 HKT)

connect like-minded private equity professionals and senior advisors in Asia with their global counterparts for a deep dive into the key learnings and top issues surrounding gender equality and D&I in the industry, and to help spark honest discussion and meaningful change. This year, the forum will be presented in a virtual event format. TWF supporters receive a 15% discount -- please use VIP code **WIPETWF15** for registration.

Event Details  
December 10, 2020  
9.00am - 1.00pm  
LIVE Virtual Briefing

Click [here](#) for more information

[Register here!](#)

## 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](#)

## #TECHFORGOOD



#TechforGood Initiative  
Help Us Support Underprivileged Families during Covid-19

### 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) and with the critical support of many companies and individuals, TWF has reached our goal of delivering 500 much needed second-hand portable devices to underprivileged families to enable their children to have access to online classes, schoolwork, tools, and resources.

But let's not stop the momentum now -- there are more families in need. 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.

### Development Director Opening

TWF is seeking a full-time Development Director to plan and execute its fundraising initiatives, cultivate new donors, partners and sponsors, manage its grant applications and donor impact reporting, explore online funding opportunities and other innovative approaches to fundraising, and manage donor communications. Applications should be received by **November 30**.

[Apply Now](#)

## WHAT WE'RE READING

### Gender Equality

- [As first man becomes 'second spouse', the unease reveals gender barriers](#) (SMH)
- [Diversity and inclusion initiatives can be part of the cure for Hong Kong's Covid-hit businesses](#) (HKFP)
- [Gender equality 'key factor' to pandemic recovery efforts: Norway PM](#) (ABC)
- [Why is the gender pay gap in the arts so large? Widespread discrimination is the most likely cause](#) (The Conversation)
- [Humility, Workplace Policies & Encouraging Women's Ideas: 5 Steps To Gender Parity](#) (ET)
- [Oxford dictionaries change 'sexist' definitions of the word 'woman'](#) (SCMP)
- ['Stand by Her': In China, a Movement Hands Out Free Sanitary Pads in Schools](#) (NYT)
- [China's female comedians turning patriarchy into punchlines](#) (Inkstone)
- [Gender equality: a key lever for Thailand's post-pandemic recovery](#) (Bangkok Post)
- [Australian female artists are paid 30% less than men, new study reveals](#) (Guardian)
- [Gender-Swapped Fairy Tales: How one book's role reversals reveal the misogyny of our favourite stories](#) (Independent)
- [UK report calls out Saudi Arabia over women's rights abuses](#) (Aljazeera)
- [Japanese firms start to reconsider asking for resumes to specify gender](#) (Japan Today)
- [Miami Marlins hire Kim Ng as MLB's first female general manager](#) (ESPN)

### Sexual Violence & Harassment

- [體壇醜聞 | 港跑手紀嘉文被指性騷擾 撰文致歉稱「沒認真處理感情問題」](#) (Ming Pao)
- [我的美好, 不等於邀請騷擾: 哪些行為構成職場性騷擾? 三大類型一次認清](#) (WOMANY)
- [Hong Kong police officers arrested on suspicion of raping woman in hotel room](#) (SCMP)
- [Egyptian women speak up about sex crimes](#) (Economist)

### Masculinity

- [Pink isn't just for girls: a designer big on gender inclusivity, Amesh Wijesekera brings florals, prints and skorts to men's fashion](#) (SCMP)

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