

Dear TWF friends



### International Day for the Elimination of Violence against Women

*"Not all men practice violence against women but all women live with the threat of male violence every single day. All over the Earth."* — Fuad Alakbarov, human rights activist

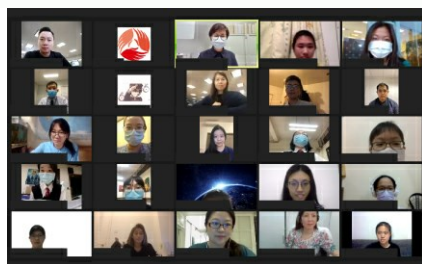
Today is the International Day for the Elimination of Violence against Women (November 25). The focus this year is, of course, COVID-19 and the shadow pandemic of violence against women and girls.

Many victim-survivors of domestic violence have been forced into lockdown with their abusers — one in three women worldwide experience physical and/or sexual violence in their lifetime, mostly by an intimate partner. Hong Kong is not immune with one in seven women in our city experiencing sexual violence in their lifetime.

With social distancing restrictions limiting in person gatherings, online and digital communications offer new and troubling ways of perpetrating sexual violence. Just this week, the SCMP reported that "sextortion" cases in Hong Kong, in which victims are blackmailed with compromising images or recordings, had more than tripled since the same times last year.

 [Read More](#)

## TWF PROGRAMME UPDATES



### Girls Go Tech Programme – STEM Competition 2020

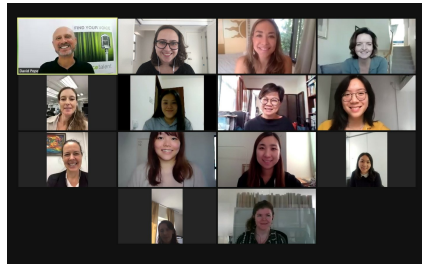
On November 19 and 20, we hosted three briefing sessions for the GGT STEM Competition 2020, co-organised by Goldman Sachs. Over 110 students working in different teams, joined the competition along with more than 60 corporate volunteers, who will support the participants in the development of STEM projects for social good. Teams and volunteers met online for an interactive ice-breaker and shared career and school life experiences. We are looking forward to seeing the projects. A heartfelt thank you to all the passionate volunteers!

### Male Allies Corporate Representatives' Lunch

Last Thursday, in partnership with Manulife, we hosted our Male Allies Corporate Representative's lunch. Discussion focused around how buy-in, sustainability and measurement at all



levels are crucial to expanding the impact of D&I initiatives and Male Allies within each organisation. Thank you to our wonderful MALC members and Corporate Representatives for facilitating table discussions and sharing what Male Allies have done and look forward to doing in the coming year. Thank you to Manulife for supporting us!



### Gravitas: Voice and Presence with David Pope

Thank you, David Pope | All Voice Talent, for leading a "Gravitas: Voice and Presence" training for our TWF Team. In this interactive session, we practiced projecting vocal gravitas with authority, confidence and authenticity. Sessions like this are such a great way for our team to grow and learn together!

## 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



### 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 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!](#)

### EOC's Equal Opportunity Employer Recognition Scheme

The Equal Opportunities Commission launched an Equal Opportunity Employer Recognition Scheme. The Scheme aims to give recognition to companies and organisations which have excelled in the implementation of equal opportunities (EO) employment policies, and motivate more employers to adopt these policies, thereby creating a more equal, diverse and inclusive workplace in Hong Kong.



From now until January 31, 2021, companies and organisations in both public and private sectors can join the Scheme by simply filling in and submitting the enrolment forms. They can choose to participate in any one or all four categories of the Scheme, namely Gender Equality, Equality for Diverse Abilities, Family Status Equality and Racial Equality and Inclusion. Participation is completely free of charge.

[Find out more here and enrol today!](#)

## 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



### 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.

## OPENING AT TWF

### 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

- [性別平權 | 沙特女足聯春破天荒開鑼 疫下延期無阻600英雌綠茵逐夢](#) (Ming Pao)
- [Covid has 'devastating' impact on gender equality](#) (BBC)
- [How Can We Wave Goodbye To The Gender Pay Gap For Good?](#) (Forbes)
- [BBC 100 Women 2020: Who is on the list this year?](#) (BBC)
- [Women in mid-30s may never know equal pay in their working lives](#) (Guardian)
- [Women in finance face a gender gap](#) (Taipei Times)
- [Women and Leadership: Looking Beyond the Global Health Crisis](#) (NYT)
- [FIFA proposes 14-week mandatory maternity leave for female players & better protections](#) (Women's Agenda)
- [How Indonesian female journalists take part in gender activism: the line between journalism and advocacy](#) (The Conversation)
- [New York to introduce non-binary gender option on driver's licenses](#) (Independent)
- [Women's teams remain undervalued in community sport, new study shows](#) (Women's Agenda)
- [Store Accused of Fat Shaming for Calling Large-Size Women's Clothing 'Rotten'](#) (NYT)
- [How Harry Styles became the face of gender-neutral fashion](#) (Guardian)

### Sexual Violence & Harassment

- [龍緯汶承認非禮兩女童 求情指對6歲事主有愛視為女友](#) (HKET)
- [「男性, 你們如何防範性侵?」作家傑克森卡茲這麼問, 台下一片侷促……](#) (WOMANY)
- [拉姆之死: 當家暴在中國只是「家務事」](#) (NYT)
- [Take action: 10 ways you can help end violence against women, even during a pandemic](#) (UN Women)
- [Rape, abuse in palm oil fields supplying beauty brands like L'Oréal, Unilever, Avon](#) (SCMP)

### Board Diversity

- [Germany agrees to mandatory quota for female executives](#) (FT)

9A Chun Wo Commercial Centre, 23-29 Wing Wo Street, Sheung Wan

[info@twfhk.org](mailto:info@twfhk.org) [twfhk.org](https://www.twfhk.org) [25928265](tel:25928265)

You received this e-mail because you subscribed to The Women's Foundation newsletter.  
To unsubscribe, please [click here](#).