

Dear TWF friends



### The Magic of Giving

*"Not all of us can do great things. But we can do small things with great love."* - Mother Teresa, nun and Nobel Laureate

COVID-19 has drastically changed our everyday lives. Businesses have been deeply impacted. Family members separated. Offices and schools fully or partially closed. Work has been taken home and home has become the new centre for students' online learning.

Distressingly, the pandemic disproportionately affects society's most vulnerable. The abrupt transition to online learning meant that many students from low-income backgrounds faced even more barriers to education and social advancement.

This is why we launched our **#TechforGood** initiative in March, which aims to help underprivileged students who need digital devices for home learning. In collaboration with the Hong Kong Association for Computer Education, TWF has helped over 500 students from underprivileged families access free laptops, tablets and data cards.

It was an ambitious goal which was achieved through nothing short of magic -- magic due to different parties generously giving their time, devices and money to make this a reality. A heartfelt thank you to our corporate donors, individual and NGO donors and supporters, volunteers, and supporting schools for device distribution. Watch [our video](#) to celebrate the breakthroughs we've made so far.

We have been humbled by the strong support of the community to make access to technology a reality for so many underprivileged children and families. And we will continue with **#TechForGood** in the months to come.

But there is much more we need to do, and there is no better season to drive forward this work than now.

Over this holiday period, we ask you to join us in the magical spirit of giving and touch the lives of those in need. The issues facing women and girls are complex and compounded by the pandemic: domestic and sexual violence, digital gap, poverty, job insecurity, and deteriorating mental health, among a host of other issues.

At TWF, we are committed to addressing these issues innovatively, collaboratively and courageously. We focus on both immediate challenges and long-term systemic changes. But we need your help to continue our work and expand our reach.

When we all come together to support our most vulnerable communities – especially during this challenging time – that's when magic happens and we can bring about change. Funds raised will go towards TWF's programmes and initiatives to empower women in poverty, including new initiatives to enable women and girls who are adversely impacted by COVID-19 achieve a better quality of life for themselves and their families. [Please donate.](#) You can be the change.

As a small token of appreciation for your support, we are thrilled to share our **TWF Holiday Playlist** on Spotify, specially curated by TWF's team to feature a diverse range of powerful female artists and male allies, classics and new favourites. A joyful soundtrack to celebrate the season.

Celebrate with us. Support us. And make magic happen in the lives of women, girls and their families.

## TWF PROGRAMME UPDATES



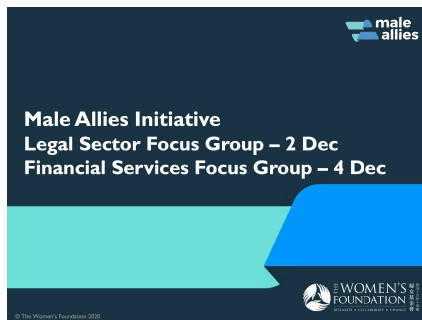
### Working dementia caregivers: Challenges and Needs Research

TWF is delighted to have partnered on 'Working Dementia Caregivers: Challenges and Needs' research with HSBC Life and Sau Po Centre on Ageing at The University of Hong Kong to understand the challenges and needs of working dementia caregivers. The research looked at issues faced by these caregivers including financial stability, support network, mental healthiness and information accessibility with a gender-specific lens.

[Read the full report here](#)

### Male Allies Leadership Council: Strategy Session

On Saturday, November 28, the Male Allies Leadership Council held a virtual Strategy Session. We reflected on the successes and challenges of the Male Allies Initiative over the past three years, discussed our long term vision and how we will reach our goals. Thank you to all of our MALC members for devoting their Saturday morning to Male Allies and TWF!



### Male Allies Initiative: Legal Sector & Financial Services Focus Groups

This past week, Male Allies held its final two industry-specific focus groups. We discussed D&I strategies and learnings for the Legal Sector on December 2 and for the Financial Services Sector on December 4. 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.

## IN THE SPOTLIGHT



### TWF CEO speaks at YWCA's 100 year Anniversary Conference

Last Friday, TWF CEO Fiona Nott, was a speaker for a virtual session on "A Pathway to Women's Success" as part of the YWCA's 100th Anniversary International Conference: Solidarity for a Better World. Fiona discussed barriers to gender equality in Hong Kong, the gender specific impacts of COVID-19, and overviewed ways to drive positive change in these areas. Her presentation was followed by Annie Chen | Standard Chartered Bank and featured a joint Q&A session.

## SUPPORT TWF!



### Christmas Catering from KNEAD

This month KNEAD has put together a festive catering menu to make your Christmas even more special. Perfect for home dinners or small work events.

They are generously donating a portion of their proceeds to TWF from their Christmas Catering Menu making holiday

gatherings simple while also contributing to improving the lives of women and girls in Hong Kong. Friends of TWF get 5% off on all orders. Use the code **IKNEADCHRISTMASTWF** and place your orders via email [info@kneadhk.com](mailto:info@kneadhk.com). Promotion lasts until December 31, 2020.

Check out KNEAD's Christmas catering menu [here!](#)

## Sparky & Benny's Big Home Mystery

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.

Order your copy today!



## IN THE COMMUNITY

**Hong Kong Studies Annual Conference 2019-2020**  
香港研究周年會議  
10 & 11 December 2020 (Thursday & Friday)

Time: 09:30 - 18:00 (Thu & Fri)  
Venue: The conference will be conducted online and livestreamed.  
Language: English

**Day 1 (10 December 2020, Thursday)**

Outstanding Paper Awards: Dr. CHANG Yan, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming.

Paper presentations by PhD Students of Hong Kong Studies Research School: Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming.

**Day 2 (11 December 2020, Friday)**

Book talk (1): New Book Series for Hong Kong Studies: Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming.

Book talk (2): The Future of Our Country, Two Systems: Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming.

Dialogues: Worshipping Hong Kong Studies: Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming, Dr. CHAN Yee-ming.

Register Now! All are welcome. Registration: <https://pages.hku.hk/1443147>. Tel: +852 2559 4888. Email: [info@hkgstudies.hk](mailto:info@hkgstudies.hk)

## TWF Cambridge Scholarship Recipient Speaking at Hong Kong Studies Annual Conference

TWF is proud that our 2015/16 Cambridge Scholarship recipient, [Natalie Ngai Tsz Lam](#), is a speaker for the Hong Kong Studies Annual Conference organised by the Academy of Hong Kong Studies at the Education University of Hong Kong on December 10 at 2.00pm. She will be sharing her thesis findings from her MPhil in Multi-disciplinary Gender Studies at the University of Cambridge which looks at Hong Kong female politicians and the media.

Tune in to the live broadcast [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!



Relaunch your career with us.

Join our J.P. Morgan ReEntry Program

## J.P. Morgan ReEntry Program

TWF is proud to support J.P. Morgan's inaugural ReEntry Program for

At J.P. Morgan, we know that rewarding careers do not always follow a conventional path. We value the fresh perspectives and wealth of experience entering professional careers. We're pleased to announce the launch of our **Re-entry Program** here in Hong Kong. This program is designed for professionals who have left the work place for 2 years or more and are looking to re-enter the workforce and restart their career. This 14-week program includes on-the-job training provided by our HR & Business partners and will commence in March 2021. Applicants must be considered for a permanent role upon satisfactory performance and completion of the program. For more information on how to apply, please visit [www.jpmorgan.com/careers](https://www.jpmorgan.com/careers).

J.P.Morgan

professionals who have voluntarily left their working place for 2 years or more, and looking to re-enter the workforce. This is a 14-week program beginning in March 2021 and ending in June 2021, which HR and the Business will jointly provide on-the-job training to eligible candidates, with the prospect of permanent role conversion upon satisfactory performance.

[Please click here for more info](#)

## 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!](#)



## 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 **January 12, 2021**.

[Apply Now](#)

## WHAT WE'RE READING

### Gender Equality

- [How Covid-19 curbs at Hong Kong public hospitals can be cruel for expectant mothers](#) (HKFP)
- [The World's 100 Most Powerful Women](#) (Forbes)
- [Has COVID increased the juggle? Many women say so](#) (Women's Agenda)
- [COVID-19 crisis: Fewer women than men feel they can ask for raise](#) (Aljazeera)
- [The women behind the approval of UK's first COVID-19 vaccine](#) (Women's Agenda)
- [Gender Equality and Youth at the Heart of the Paris 2024 Olympic Sports Programme](#) (Olympic.org)
- [Elliot Page: star of Juno and X-Men announces he is transgender](#) (Guardian)
- [U.S. Soccer and Women's Stars Reach Deal on Working Conditions](#) (NYT)
- [On Zoom, men don't like feeling watched and judged — but women are used to it](#) (The Conversation)
- [Pink and blue toys colour future of our children, study warns](#) (Guardian)
- [Toilets: Men's, Women's or Gender-Neutral?](#) (BBC)
- [Ignored and Ridiculed, She Wages a Lonesome Climate Crusade](#) (NYT)
- [World Athletics accused over 'abusive sex testing' of athletes from global south](#) (Guardian)
- [UK leading way on representation of women in news but still a long way to go as 'picture remains dire'](#) (Independent)

### Sexual Violence & Harassment

- [Chinese #MeToo pioneer Zhou Xiaoxuan gets her day in court as she sues TV host Zhu Jun for allegedly sexually harrassing her](#) (SCMP)
- [Mastercard and Visa investigate underage allegations against Pornhub](#) (SCMP)
- [Nobel Peace Prize laureate Nadia Murad says pandemic raising violence, trafficking of women](#) (ET)

### Masculinity

- [Building Emotional Safety Nets for Men](#) (NYT)

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