

Dear TWF friends



New Research - Engaging Men as Gender Equality Allies

Despite longstanding evidence of the benefits of gender equality, many companies are far from achieving gender parity across all levels of their organisations.

To accelerate change, we need both women and men to understand the issues and work together as allies in changing organisational norms and structures that perpetuate gender gaps. To this end, TWF, in partnership with IPSOS, conducted a survey among working adults in Hong Kong to better understand perceptions of gender equality at work and at home and identify barriers to taking action. The findings primarily focus on the male perspective as men comprise the majority representatives of senior roles across the city and without their support, significant progress toward ending gender inequality is unlikely.

The [findings](#) challenge some widely held assumptions and point to priorities for action. The good news is that the majority of respondents believe in the basic tenets of gender equality and in having equal opportunities at work. Many men recognise their key role in progressing gender equality and are taking steps to change the status quo.

Unfortunately, there remains a significant number of men not taking concrete action towards gender equality, for four main reasons: indifferent attitudes towards gender equality, the belief that gender equality is not relevant to them, a zero-sum mentality, and concern that the quality of their family life will suffer if gender equality is achieved.

Here are a few findings that might surprise you:

- **1 in 4** men feel they face more inequality and discrimination at work than women
- **38%** of men believe gender equality is a women's issue and men need to stay out of the way
- **42%** of men believe families will suffer if women are less able to devote time to caring for them

 [Read More](#)

IWD VIRTUAL LUNCH SUPPLEMENTARY EVENT

As part of our IWD Virtual Lunch, supported by Associate Sponsors Financial Times and Swire Group, we are hosting a series of supplementary events on important gender issues that impact all of us. We hope you can join us!

Domestic Violence: A Business Issue - Postponed

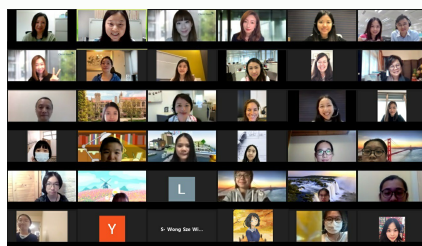
This event has been postponed to a new date in the coming weeks. Please stay tuned for details.

COVID-19 has put a global spotlight on domestic violence. Prolonged social distancing and work-from-home measures, increased stress levels and limited access to usual support networks all contribute to the increased vulnerabilities victims face. Why should employers prioritise having a



strategy in place to address domestic violence? What are the risks and who is impacted? Join us to understand the business case and to explore best practice.

PROGRAMME UPDATES

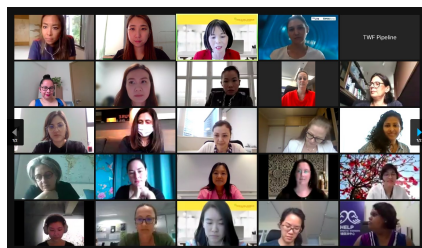
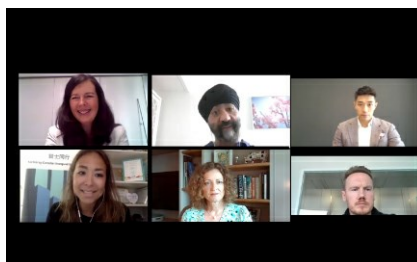


Career Workshop for Girls

On April 9, 19 female students from our school partners joined an interactive online career workshop, co-organised by Credit Suisse. After Dr. Dong Tao, Vice Chairman, Greater China, Private Banking Asia Pacific at Credit Suisse delivered opening remarks to kick off the workshop, volunteers then shared their personal career journeys and gave CV writing and job interview guidance, as well as career development advice. The session had a positive impact on the students. Heartfelt thanks to Credit Suisse and their volunteers for hosting the workshop!

Engaging Men as Gender Equality Allies Survey Launch and Panel Discussion

Yesterday, TWF launched key findings from a survey conducted in partnership with IPSOS on perceptions of gender equality in the workplace. After remarks from Richard Korn | IPSOS and sharing the survey highlights, we held a panel discussion featuring Harjeet Baura | EY, Claire Goodchild | Morgan Stanley and Oliver Tong | JLL moderated by Gabriella Zanzanaini | TWF to explore how to practically address challenges arising from the findings. Their conversation focused on personal insights and company best practice, and noted the importance of being a change agent, knowing your organisation's data on gender and ensuring this is analysed in tandem with other diversity vectors as well as the critical role of reverse mentoring and understanding blind spots in gender equality efforts.



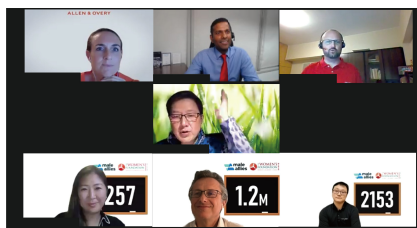
Mentoring Programme: Unlocking Courageous Leadership

On April 8, our Mentoring Programme participants had an engaging workshop with Angie Wong on Unlocking Courageous Leadership, where we explored the importance of vulnerability and authenticity in leadership. Thank you Angie for sharing your expertise and bringing Brené Brown's groundbreaking work to us!

Male Allies Debate

We held our first-ever Male Allies Debate on March 25, where our very own Allies put forth strong arguments for and against COVID-19 improving gender equality.

Thank you to our debaters Alexander Treves | JP Morgan, Fiona Cumming | Allen & Overy, Jason Lui | BNP Paribas, Lani Tao | Steelcase, Paul Clarke | BlackRock, and Praveen Choudhary | Morgan Stanley for their incredibly detailed, passionate and persuasive arguments, and thank you to Angelina Kwan | TWF, HashKey for moderating with such enthusiasm!





Steelcase @Steelcase · Mar 31
 As we celebrate the final day of #WomensHistoryMonth, we're excited to feature Fiona Nott, CEO of @TWfHK, an organization focused on improving the lives of marginalized women and girls. Read her reflection of the month on Instagram: [instagram.com/p/CNFRZfDmWw/](https://www.instagram.com/p/CNFRZfDmWw/)



TWF CEO Featured at Steelcase's Amplifying Diverse Voices Series

In celebration of Women's History Month, our CEO Fiona Nott was featured at Steelcase's Amplifying Diverse Voices series. Read [here](#) to understand why it's crucial to have designated the month of March to recognise contributions women have made throughout history.

Mentoring Programme Protégé Interviewed by Dayre

Our Mentoring Programme Protégé (2019-2020) Annie Yiu spoke with Singapore-based digital community Dayre about growing up in Hong Kong and what it takes to be a full-time working mum in the city. She also shared how a supportive network like our Mentoring Programme can empower women to achieve their dreams and goals.

[Read the article here!](#)



IN THE COMMUNITY

Employment Study Conducted by HKU – Volunteers Needed!

TWF is pleased to support a study conducted by the University of Hong Kong around employment. If you are a resident of Hong Kong aged 15 years old and above, we encourage you to register your interest to participate. Your potential participation will help to provide valuable information on the considerations and difficulties of people choosing whether or not to work, which could inform future policy-making. You may be eligible for incentives by participating.

Find out more and register your interest here: [English](#) and [Chinese](#). Please contact Ines Huynh with any questions: ihuynh@hku.hk.



PARTICIPANTS WANTED:
 Employment Study

WHAT WE'RE READING

Gender Equality

- [你能說出名字的科學家, 有幾位是女性?](#) (PanSci)
- [It will now take nearly 136 years to close the global gender gap thanks to the COVID-19 pandemic](#) (The Hill)
- [Women suffer Zoom fatigue more intensely than men](#) (Women's Agenda)
- [Why a United Nations discussion of South Africa's gender inequality problem will be led by a Hong Kong teenager](#) (SCMP)
- [Marwa Elselehdar: 'I was blamed for blocking the Suez Canal'](#) (BBC)
- [Japan's male-dominated central bank sets new diversity target](#) (Reuters)
- [New Zealand approves paid leave after miscarriage, and encourages the world to follow](#) (CNN)
- [Beauty filters are changing the way young girls see themselves](#) (MIT Technology Review)
- [These are the top 10 countries for women's rights and opportunities](#) (WEF)
- [Gender inequality: test your knowledge and help us close the gap](#) (Oxfam)
- [Facebook job ads skewed by gender bias, study finds](#) (Aljazeera)

Sexual Violence & Harassment

- [Gundecha Brothers: Famous Indian music gurus accused of sexual assault](#) (BBC)
- [One in 10 young Australian women believe work culture in federal politics is safe](#) (Guardian)

Board Diversity

- [The boardroom still has a gender gap: Here's what it looks like - and how to fix it](#) (WEF)

