

Dear TWF friends



Pride in Diversity

"Do not compare yourself to others, come up with your own way of thinking to create a colourful and varied world." - Jin Xing, first person in China to go public about her gender affirmation surgery

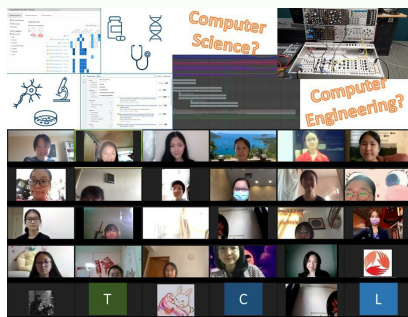
June is World Lesbian, Gay, Bisexual, Transgender and Queer plus (LGBTQ+) Pride Month, a time to celebrate diversity and promote equality, but also recognise how widespread discrimination remains. The issue has a high profile in Asia right now. Taiwan legalised same-sex marriage in 2019, and while Thailand looked set to become the second economy in Asia to recognise same-sex partnerships, its 2020 Civil Partnerships Bill is facing opposition. A court in Japan recently ruled it's 'unconstitutional' to ban same-sex marriage.

Individuals are also making an impact. Luxury brand Dior chose Jin Xing, China's first celebrity transgender personality, to front their new fragrance campaign, demonstrating confidence in wider acceptance of sexual minorities. Vietnam's first openly gay candidate is running for a National Assembly seat.

Role models are important because discrimination is damaging. People who identify as LGBT+ are more likely to report depression and suicidal thoughts, often aggravated by stigma, discrimination or social isolation they experience. Most LGBT women in the financial sector hide their sexuality at work, citing fear of discrimination and a 'double glass ceiling'. Globally, LGBT+ leaders spend up to 10% of their productivity hiding their sexual identity.

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PROGRAMME UPDATES

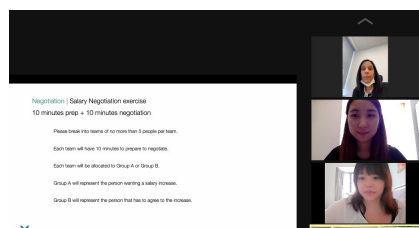


GGT Career in STEM Webinar Series: Data Management Myths

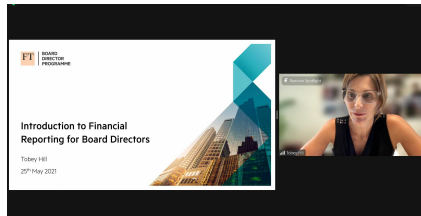
On May 28, GGT participants joined the Career in STEM Webinar Series: Data Management Myths. Amy Tang, a geneticist and biodata manager, talked about the increasing importance of data management across all industries. Lauren Chan, a Year 2 university computer science student, shared her experience in STEM-related activities and advice on choosing university courses. Many thanks to the speakers for their insightful sharing.

Mentoring Programme: Negotiation Workshop

On May 28, our Mentoring Programme participants attended a virtual session on Negotiation led by Michelle Lombard. Participants learned about the various ways of conflict resolution, as well as a practical framework to prepare for



negotiation. Thank you so much Michelle for sharing your knowledge and expertise!



TWF & 30% Club Boardroom Series - Financial Reporting

On May 25, we partnered with the Financial Times Board Director Programme to host a session on "Financial Reporting for Board Directors 2.0" for our 30% Club Boardroom Series for Women Leaders.

Thank you to our workshop facilitator, Tobey Hill, for a very practical session that looked at interpreting financial information on a complex case study and put our business acumen to the test. Gratitude also for our sponsors Standard Chartered Bank, Bloomberg, KPMG and Swire Group for making this possible.

IN THE SPOTLIGHT



TWF Awarded Equal Opportunity Employer for Gender Equality

TWF is honoured to be recognised by the Equal Opportunities Commission as an Equal Opportunity Employer for Gender Equality.

We are also proud to be one of the signatories of the Racial Diversity & Inclusion Charter for Employers that supports promoting racial diversity and inclusion in the workplace.

While we are celebrating our achievement, we will continue our collaborative efforts to make Hong Kong a city of opportunity and equality for all.

BOARD DIVERSITY CONSULTATION - SUBMIT YOUR VIEWS!

It's Time to Act – Help Us Increase the Number of Women on Boards in Hong Kong

We welcome Hong Kong Exchanges and Clearing Limited (HKEX)'s recent Consultation Paper on the Review of the Corporate Governance Code covering a range of important corporate governance issues including board gender diversity.

However, bolder reform is needed to achieve real progress. We must aim for 50% women on boards. To get there, we need meaningful targets which, if not met, should be mandated through quotas.

TWF and the 30% Club HK will be responding to the Consultation separately. We urge each of you to carefully read the Consultation and submit your responses on or before Friday, **June 18, 2021**.

TWF & 30% Club HK Guidance HKEX Consultation Paper & Questionnaire

Please use any of our material as a foundation for your response if useful. Even if you agree with our recommendations, we suggest to edit your answers slightly, to ensure that the wording is different enough to be accepted by HKEX.

OPENING AT TWF

Programme Officer

TWF is seeking a full-time Programme Officer to join its rapidly growing and dynamic team to plan and manage its innovative and impactful community programmes. Applications should be received by **June 25, 2021**.

[Apply Now!](#)

WHAT WE'RE READING

Gender Equality

- [Too 'butch' to meet clients: LGBT women in Hong Kong's financial sector open up on discrimination, lack of role models](#) (SCMP)
- [How to hardwire gender parity in COVID-19 recovery efforts](#) (WEF)
- [The macroeconomic damage from gender discrimination](#) (LSE)
- [73 Percent of Companies With Gender-Equality Practices Increased Profitability and Productivity in 2021. Here's Why.](#) (Entrepreneur)
- [Women are essential to the economy – so let's treat them that way](#) (WEF)
- [Women could add \\$280 billion to Southeast Asia's e-commerce market by 2030, says gender expert](#) (CNBC)
- [Gender stereotypes: Primary schools urged to tackle issue](#) (BBC)
- [Eight lessons from change-making women on how to have a positive impact](#) (Women's Agenda)
- [United Nations Generation Equality Forum Addresses Covid-19's Negative Impact On Women's Health](#) (Forbes)
- [Anger after high school alters girls' photos to cover chests and shoulders](#) (Guardian)
- [How football offers solace for Hazara women battling trauma, fear](#) (Aljazeera)

Sexual Violence & Harassment

- [Porn, privacy, and pain: how image-based abuse tears women's lives apart](#) (SCMP)
- [China's biggest #MeToo case between Zhou Xiaoxuan and CCTV host Zhu Jun delayed amid claims of online harassment](#) (SCMP)
- [In Tarun Tejpal acquittal, judge questions 'appropriate' behaviour for rape victims](#) (BBC)

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