

Dear TWF friends



Uniting to End Violence Against Women and Girls

Tomorrow marks the International Day for the Elimination of Violence Against Women and the start of the annual 16 days of activism to accelerate progress towards ending all forms of violence against women and girls, in turn, creating a safer world for people of all genders.

Earlier this month, the Equal Opportunities Commission (EOC) released a report surveying the public's awareness on equal opportunities issues. It was encouraging to note that 2 out of 3 top focus areas that the public feel the EOC should concentrate on are related to tackling sexual harassment. 90% of respondents supported the reform of sex education in primary and secondary schools to more effectively raise awareness about sexual harassment and 91% agreed that the EOC should prioritise helping businesses and organisations implement anti-sexual harassment policies and mechanisms to handle sexual harassment complaints. We are hopeful this increased awareness and collective push to tackle sexual harassment will evolve into actions to comprehensively address all areas of gender-based violence in this city.

However, the situation for women and girls in Hong Kong remains concerning, particularly over this past period under the pandemic. While domestic violence and online violence disproportionately affects women and girls, some groups face particular vulnerabilities from increases in forced marriages due to economic hardship brought on by the pandemic to increased abuse towards Migrant Domestic Workers. We know there are many more groups who were at a higher risk of gender-based violence – gender and sexual minorities, asylum seekers and women with disabilities, to name a few.

[Read More](#)

PROGRAMME UPDATES



Girls Go Tech: Cybersecurity Workshop

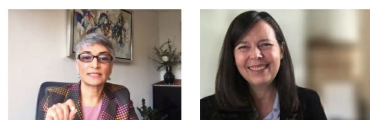
On November 19, GGT participants joined a workshop co-organised by Cisco to learn about cybersecurity. They toured Cisco's office, learned about technologies that enable hybrid work, and experienced an immersive digital meeting. They were also inspired by the sharing from Cisco's female IT engineers and professional staff. Heartfelt thanks to Cisco and their volunteers for hosting this workshop!

Girls Go Tech Participant Speaks at 100WF Gala

On November 18, GGT participant, Fiona Li, a Form 4 student from Holy Trinity College, shared how the GGT Programme inspired her interest in coding and to set up a Programme Team in her school, at the



Gala Dinner of 100 Women in Finance. She particularly valued the self-learning online courses and company visits provided by the Programme, which gave her a new perspective on how technology can help people. Thank you to 100WF for giving Fiona this opportunity!



Breaking the Menopause Taboo at Work

Yesterday, TWF held a virtual event to discuss the menopause at work. Moderated by Florence Chan | TWF, CEO Fiona Nott joined alongside Dr Quratulain Zaidi | MindnLife, Amy Tye | Freshfields Bruckhaus Deringer and Jonathan Hunt | Allegis Global Solutions to discuss how the menopause impacts physical and mental well-being and the importance of creating a menopause-friendly workplace.

Male Allies Focus Groups

As part of the Male Allies Initiative, we host focus group sessions to deep dive into specific internal initiatives or industries and allow us to leverage the wealth of knowledge and experience in our community. This autumn, we held two fruitful discussions on inclusive parental leave policies and DEI initiatives within blue collar workforces.



IN THE SPOTLIGHT



TWF CEO Named Non-Profit Leader of the Year at AmCham's Women of Influence Awards

We are proud to announce TWF CEO Fiona Nott has been recognised by the AmCham Women of Influence Awards 2021 as Non-Profit Leader of the Year for her work to advance gender equality. Warm congratulations to our Male Allies Initiative Co-Chair Adrian Warr for being awarded Champion for the Advancement of Women at the same time! At TWF, we will continue to build a gender equal Hong Kong where everyone is seen and where we can all thrive.

IN THE COMMUNITY

AVCJ Diversity & Inclusion Forum

TWF is pleased to support the AVCJ Diversity & Inclusion Forum. Now in its fourth year, the event aims to push the discussion of diversity, equity, inclusion, and culture forward and to help pave the way for future generations in the Asian private equity and venture capital industry. TWF supporters receive a 15% discount -- please use VIP code **D&ITWF15** for registration.

Thursday, December 9
9.00am – 5.00pm
Hong Kong and online

[Click here for more information](#)



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.

WHAT WE'RE READING

Gender Equality

- [Who's standing for Legco? Too few women, too many old boys](#) (SCMP)
- ['Life after birth': Intimate photos show postpartum journeys of celebrities and mothers everywhere](#) (CNN)
- [Jessica Watkins to be first Black woman on International Space Station crew](#) (NBC)
- [Female handball players will no longer have to wear bikini bottoms](#) (NPR)
- ['I lost part of my identity to fit in': women fight to change Australia's workwear norms](#) (The Guardian)
- [Sort Of: big-hearted Canadian show puts diverse, non-binary characters front and centre](#) (The Guardian)
- [Women's voices still missing from key areas of reporting according to new media report](#) (Women's Agenda)

Sexual Violence & Harassment

- [Women's Tennis Association willing to pull out of China if Peng Shuai case not investigated](#) (SCMP)
- [#MeToo in startups in SEA and the silence surrounding it is deafening](#) (e27)
- [The long-lasting effects of workplace sexual harassment](#) (BBC)
- [Pakistan passes anti-rape bill allowing chemical castration of repeat offenders](#) (CNN)

Masculinity

- [Is toxic masculinity the reason there are so many climate-hesitant men?](#) (Independent)
- [Lil Nas X reflects on 'hyper-masculinity' in hip-hop: 'Change is happening'](#) (GMA)
- [Is the Marvel Cinematic Universe an indictment of toxic masculinity?](#) (The Guardian)

Board Diversity

- [Meet the Pioneering Female Team Leading a Family Office in Hong Kong](#) (Tatler)
- [Women's representation on biopharma boards increases 164%, report finds](#) (WBJ)
- [Women in power: Aussie companies see rise in female board representation](#) (Insurance Business)
- [CSA Publishes New Guidance on Disclosure of Women on Boards and in Executive Officer Positions](#) (JD Supra)

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