

Dear TWF friends



Celebrating Diversity, Taking Action for Change

With news of COVID's newest strain Omicron splashed across global headlines just before the holiday season, we hope everyone is prioritising their health and well-being.

There are three developments we wanted to share this week that intersect with gender:

International Day of Persons with Disabilities: This Friday marks the International Day of Persons with Disabilities, recognising the more than one billion people who experience disability cognitively, physically or a combination of the two. Hong Kong is home to over 570,000 people with disabilities, the majority women. According to the Association for Women with Disabilities in Hong Kong, women with disabilities are quite vulnerable to domestic violence and unmarried women with disabilities are more likely to take on caregiving responsibilities for parents within the family. Gender and disability are often compounded with issues like ageism and racism further pushing this population into the margins. Let's better educate ourselves on how to support people with disabilities. Here are some ways to get started: learn more about the diversity and diverse challenges within disability and take action to be more inclusive.

[Read More](#)

PROGRAMME UPDATES



Boardroom Series: Alternative Paths to the Board

Yesterday, we kicked off our fourth cycle of the Boardroom Series with the Alternative Paths to the Board event. Thank you to all our speakers, who sit on various types of boards, for sharing their experiences and key takeaways: Aradhna Dayal | Access Alts Asia, Cassandra Lister | Advisory Board Director & Leadership Coach, Clara Shek | Ogilvy, Elizabeth Davies | ANZ, Jeanne Ng | CLP, Jeanne Zhao-Clot | Enter Digital China, Kelly Chan | Peony Consulting, Olivia Wong | John Swire & Sons Hong Kong.

Special thanks to our host and Lead Sponsor of the Boardroom Series, Standard Chartered, and our Contributing Sponsors Baker McKenzie and KPMG.

Gender Equality and Inclusion Working Group: Menopause

Last week, we held our first Gender Equality and Inclusion Working Group for our Advocate level Corporate Partners. We explored menopause in the context of overall talent retention, DEI strategy and



Gender Equality & Inclusion Working Group:
Session One - Menopause

November 2021

employee well-being, including specific challenges for employers to address in order to support employees going through menopause. The Group exchanged successes, lessons learned and key actions for change to progress this issue at the individual and leadership level.



IN THE COMMUNITY



Survey Participation: Women's Experiences of Violence 2021

TWF is pleased to support a survey from The Hong Kong Women's Coalition on Equal Opportunities in collaboration with the Zonta Club of Kowloon and Lingnan University on Women's Experiences of Violence. The survey aims to collect data on the prevalence of sexual violence, intimate partner violence, and image based sexual violence against women in Hong Kong, as well as women's experiences of them. The survey targets women aged 15 years old and above who are residents of Hong Kong. Findings from the study will help inform community education and policy advocacy to combat violence against women. We encourage anyone eligible to participate.

Fill out the survey in [Chinese](#) or [English](#).

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 – 3.45pm
Online



[Register here](#)

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 **December 17, 2021**.

[Apply Now!](#)

WHAT WE'RE READING

Gender Equality

- [放棄時裝設計追尋飛行夢 女機師鼓勵他人勇於嘗試走自己的路](#) (HKET)
- [On World Children's Day, don't forget the kids of migrant mums in Hong Kong](#) (SCMP)
- [Of Course Stereotypes Are Holding Women Back](#) (Bloomberg)
- [Gender equity and climate change are intertwined](#) (Popular Science)
- [Stop asking about salary history, employers urged](#) (BBC)
- [How to Undermine a Woman's Success: Talk About Her Body](#) (Glamour)
- [Genre over gender: Brit Awards ditch male and female categories for 2022](#) (Euro News)

Sexual Violence & Harassment

- [Victim blaming of women subjected to sexual assault, rape and harassment has got to stop](#) (SCMP)
- [Ghislaine Maxwell participated in sexual encounters with Epstein, accuser testifies](#) (Reuters)
- [How Covid-19 lockdowns and isolation have enabled a shadow pandemic of violence against women and girls](#) (SCMP)
- [Attack on charities another attempt to silence First Nations women](#) (SMH)

Masculinity

- [Why Allyship Is Key to Gender Balance](#) (INSEAD)
- [Male rape: Cloaked beneath the cloud of masculinity](#) (TSG)

- [BOYS DO CRY](#) campaign challenging masculine stereotypes took three years to create (AdNews)

- [Benedict Cumberbatch on new film Power Of The Dog, toxic masculinity, and championing women](#) (Sky News)

Board Diversity

- [This Sustainability Advocate Is Helping a Family Office Lead the Way in ESG](#) (Tatler)

- [Five Reasons Why Women Belong In The C-Suite](#) (Forbes)

- [The Nasdaq mandate will add diversity in the economy – and that’s good for business](#) (Fior Reports)

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