

Dear Lisa

Credit Suisse's September 2016 report [The Reward for Change](#) is both a heartening and depressing read. The report corroborates and expands on their 2014 research which demonstrated the significant economic and performance benefits that derive from increased diversity and inclusion efforts. Basically, the higher the levels of female participation in senior management, the higher the share price returns. Between 2013 and mid-2016, companies with 25% of management roles filled by women recorded 2.8% growth in their share price, those with 33% women managers recorded 4.8% growth and those with more than 50% women managers delivered 10.3% growth. This compares to an overall average share price fall of 1%. According to the report, companies with higher levels of female participation and a woman chief executive showed return on equity which was 19% higher on average and delivered a 9% higher dividend payout.

The message that gender diversity is good for business seems to be getting through to varying degrees: Europe has seen a 80% increase in female boardroom representation (now at 24.4%) from six years ago. In Asia, there has been a 60% increase in female boardroom representation but from a very low base and women still only account for 10% of board members across the region. But there has been no change in the total number of global female CEOs over the past two years, with male executives still 20 times more likely to become CEO. And while women comprise 22% of global CFO roles, in Asia this number is just 11%.

In Hong Kong, there is a general perception that women are doing very well and people sometimes question why we need a Women's Foundation. We were reminded this week that complacency is a dangerous thing when we saw this ad for the HKGCC's 21st Hong Kong Business Summit in November. Um – really? We know conferences and summits are great ways to celebrate speakers' achievements, extend networks and generate new ideas and collaborations. Speakers also serve as important role models for others coming up in the industry. We warmly invite HKGCC to get in touch with us if they are looking for suggestions for capable, articulate and impressive women presenters.



Finally, speaking of impressive female presenters, we are delighted to announce that this year's TWF Gala keynote speaker will be Sabrina Peng, Vice President of Ant Financial Services Group and Partner of Alibaba Group. We will also share inspirational video remarks from global tech icons including Sheryl Sandberg - COO of Facebook, Ruth Porat - CFO of Google (now Alphabet) and Jean Liu - President of Didi Chuxing. For tables and tickets at the Gala which will be taking place on Tuesday November 15 at the JW Marriott, contact [claire.lim@twfhk.org](mailto:claire.lim@twfhk.org) now!

Warm regards

Su-Mei Thompson  
 CEO, The Women's Foundation

## UPCOMING EVENTS

### TWF AND CLP PRESENT A LUNCH ROUNDTABLE

ON GIRLS AND ENGINEERING



### TWF/CLP Roundtable on Girls and Engineering

TWF and CLP are hosting a lunchtime roundtable on Oct 3 to explore why girls in HK aren't opting to study engineering at university, what can be done to increase the number of girls applying and how we incentivise them to stay the course once they've started at uni. TWF will also share key findings from our pilot study on girls and STEM. Confirmed participants so far include engineering faculty from HK's leading

universities. To find out more and to register your interest in attending the lunch, please email [lisa.moore@twfhk.org](mailto:lisa.moore@twfhk.org).



### Breakfast with HKU President Peter Mathieson, one of 30 UN Women HeForShe Global Impact Champions!

Over breakfast, HKU President, Professor Peter Mathieson, will share insights and learnings from the second anniversary celebration of UN Women's HeForShe Initiative as part of the 71st UN General Assembly that took place in New York last week. UN Women unveiled the first-ever HeForShe IMPACT 10x10x10 University Parity Report where 10 leading global universities (including HKU) will chart their progress towards achieving gender parity.

**DATE:** Wednesday, October 12, 2016

**TIME:** 8.15 - 9.30 a.m.

**VENUE:** Baker & McKenzie, 14/F, Hutchison House, 10 Harcourt Road, Central  
Male champions for gender equality are particularly welcome! Please register with [lisa.moore@twfhk.org](mailto:lisa.moore@twfhk.org).



### 30% Club Annual Boardroom Lunch

We are thrilled with the line-up of corporates who are hosting tables at our fourth 30% Club Boardroom Lunch! Table hosts this year include AIA, Alibaba, Citi, Deacons, Goldman Sachs, Herbert Smith Freehills, HKEX, HSBC, Lane Crawford Joyce, Li & Fung, Macquarie, MTR, PCCW, Slaughter and May and Swire alongside event sponsors Standard Chartered and KPMG. Board members and C-suite leaders from these organisations will engage in simulated boardroom discussions with our 100 women to watch.

**DATE:** Friday, October 14, 2016

**TIME:** 12.30 p.m. - 2.00 p.m.

**VENUE:** The Asia Society Hong Kong Center, 9 Justice Drive, Admiralty

**REGISTER** [here](#) to join.



### Bloomberg Financial Services Gender-Equality Index Presentation, Oct 17

TWF and Bloomberg invite you to a lunchtime talk by Angela Sun, head of Strategy & Corporate Development, Bloomberg L.P on the Bloomberg Financial Services Gender-Equality Index. Firms in the Index include American Express, Bank of America, Barclays, BNP Paribas, Citigroup, Credit Suisse, HSBC, JPMorgan Chase, MetLife, Standard Chartered, State Street and UBS. Angela will discuss key findings from the Index and what firms are doing to effectively promote gender equality.

**DATE:** Monday, October 17, 2016

**TIME:** 12.30 - 1.45 p.m.

**VENUE:** 22/F Champion Tower, 3 Garden Road, Central

**REGISTER** [here](#) to join.



### TWF Gala Dinner 2016

Tables are now selling fast for TWF's 2016 Gala Dinner! We are thrilled that this year's keynote speaker will be Sabrina Peng, Vice President of Ant Financial Services Group and Partner of Alibaba Group. Sponsored by Bloomberg and Facebook, this year's Gala promises to be our biggest and best ever. We are also looking for more event sponsors and auction prize donors - if you can help, please contact Claire Lim at [claire.lim@twfhk.org](mailto:claire.lim@twfhk.org).

**DATE:** Tuesday, November 15, 2016

**TIME:** From 7.00 p.m.

**VENUE:** JW Marriott Hotel, One Pacific Place, 88 Queensway

**REGISTER** [here](#) to join.



TWF has gone digital! To be more environmental and mobile friendly, we are presenting our [2015 Annual Report](#) in a totally digital format. Although arriving a little later than usual this year, we hope you will enjoy reviewing the highlights of 2015 and the impact we are making to the lives of women and girls in Hong Kong. As always, we welcome your thoughts and feedback. Please email [crystal.chan@twfhk.org](mailto:crystal.chan@twfhk.org).

## TWF PROGRAMME UPDATES



### Financial Literacy and Employability Training Programme Camp

Last Sunday, women participants from TWF's Financial Literacy and Employability Training Programme attended a financial literacy training camp in Yuen Long, together with their husbands and other family members. Thank you to our trained ambassadors and our community NGO partner, HKSXH Lady MacLehose Centre, for organising and running the camp.



**MENTORING  
PROGRAMME**  
FOR WOMEN LEADERS

### Four days to go to apply to join Yr 8 of our Mentoring Programme!

If you have already attended an Info Session, please remember to submit your application form [here](#) before Friday, September 30 at 11.59 p.m. Good luck!



### Millennials with a Mission Lunch with Shiza Shahid

Last Friday, Farhan Faruqi of ANZ generously hosted an inspiring lunch for TWF's Millennials with a Mission featuring special guest Shiza Shahid, Co-Founder of the Malala Fund. Shiza shared her work with the Malala Fund and her latest initiative, NOW VENTURES.

## SHE OBJECTS UPDATE

SHE OBJECTS  
SPECIAL SCREENING:  
PARTNERS & DONORS

UBS, Central



### She Objects Partners & Donors Screening

Last Tuesday, we held a screening of She Objects for around 130 corporate partners and donors, followed by a panel discussion featuring Annie Ho - veteran psychologist, George Chen - Head of Public Policy of Facebook, and Su-Mei Thompson - TWF CEO. The discussion was moderated by Seraphina Wong of UBS. The panellists shared insights on how the media's portrayal of women exacerbates gender stereotypes and called on everyone to be part of the solution. Many thanks to UBS for hosting the event.

**2016  
Sundance  
Film  
Festival:  
Hong Kong**  
辛丹斯電影節：  
香港



### She Objects at Sundance Film Festival Hong Kong

TWF Deputy CEO Rita Ching, director Nicola Fan and producers Jessica Kam and Patty Keung joined last Thursday's Opening Night of the Sundance Film Festival HK where She Objects is part of the Official Selection! Last Sunday's screening attracted an almost full house and was followed by a post-screening Q&A with Nicola who was also invited to join a Sundance directors' panel discussion. Proud of you Nicola! Tickets are available [here](#) for the next screening of She Objects at Sundance at 7:45pm on Thursday, September 29 at The Metroplex, KITEC.





### She Objects Community Screenings

Thank you to the American Women's Association and Herbert Smith Freehills who are hosting members' and in-house screenings of She Objects this week. So far, close to 1,000 people have watched the film through our partners' community screenings. To find out how to host a screening for your company, women's network, school or university, please contact [sarah.abbottLadner@twfhk.org](mailto:sarah.abbottLadner@twfhk.org).

## IN THE COMMUNITY



### Gender Equity Conference – Retaining & Returning Female Talent in Hong Kong

TWF is pleased to support FLEXImums and Back to Work's HK Gender Equity Conference: Retaining & Returning Female Talent in Hong Kong. The day long conference will include panel discussions, debates and talks focusing on practical ideas businesses can implement to create a more gender inclusive workplace.

**DATE:** Thursday, September 29, 2016

**TIME:** 8.30 a.m. - 5.00 p.m.

**VENUE:** Butterfield's, 2/F, Dorset House, Tai Koo Place, Quarry Bay

**REGISTER** [here](#) to join the conference and enjoy 25% off corporate ticket prices using the promo code "TWF".



### Hogan Lovells Global Women's Executive Summit: New York

TWF CEO's Su-Mei Thompson will be speaking about She Objects and the key themes of the film at the [Hogan Lovells Global Women's Executive Summit](#) on The Art of Disruptive Leadership in New York in October. Spaces are limited but if you have any senior level NY-based colleagues who would be interested in attending the Summit, please email [gwes@hoganlovells.com](mailto:gwes@hoganlovells.com).

## TWF FUNDRAISING INITIATIVES - We Would Love Your Support!



### TWF Mischa Pins

To raise funds for our programmes, TWF is selling pins, specially designed for TWF by Michelle Lai - MISCHA founder. The beautiful black and gold enamelled pins featuring MISCHA's signature design can be purchased at TWF and partner events for HK\$50. We are looking for volunteers to help us with selling pins within their organisations and networks. Please contact Stephanie Ko at [stephanie.ko@twfhk.org](mailto:stephanie.ko@twfhk.org) to find out more.

## WHAT WE'RE READING

### Our top picks for recommended reading and listening on the key trends and breaking stories about women and gender:

- [Women Burst Through Glass Ceiling In China Tech](#) (Thomson Reuters)
- [Tech Experience May Help Women Gain Entry to The Boardroom](#) (SCMP)
- [How Women Won A Leading Role In China's Venture Capital Industry](#) (Bloomberg)
- [Men Choose Differently When They Choose with Other Men](#) (Harvard Business Review)
- [Geena Davis Wants To Solve Hollywood's Gender Gap Problem With New Tech Tool](#) (NBC)
- [Sexism Is All Around Us In Hong Kong](#) (SCMP)

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