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## How Do We STEM the Tide of Male-dominated Tech Fields?



Dear TWF Friends,

Kung Hei Fat Choi! We hope everyone was able to have some moments of festivity and joy over Lunar New Year and are currently taking care to focus on your physical health and mental well-being as we go through this fifth wave of COVID-19. TWF is starting off the Year of the Tiger with an updated look and feel to our newsletter, which will now be going out bi-weekly. In-between send outs, we encourage you to follow us on [Instagram](#), [Facebook](#) and [LinkedIn](#) for our latest developments.

This Friday will mark the International Day of Women and Girls in Science, and its message has never been more timely. Science and technology have become everyday realities in Hong Kong with new vaccine and COVID-19 testing technology, digital passports, and required health apps. While we will emerge from this pandemic stronger and more connected, what our future looks like in terms of work, home and civic life continues to evolve. With these accelerated changes, the digital economy will play a more prominent role in our recovery efforts and there is an urgent need to ensure everyone is equipped with the necessary tech skills to thrive in their careers and to have the ability to co-create our future.

[Read More](#)

## UPCOMING EVENT

### International Women's Day Lunch 2022 – You're Invited!

TWF is excited to be hosting our International Women's Day (IWD) Virtual Lunch on **March 4, 2022!** We are delighted to have the support of the **Financial Times** as an Associate Sponsor.



We are thrilled that our panel will feature **David Hanson**, CEO and Founder, Hanson Robotics; **Gillian Au Howard**, Founder and Fair Director, Digital Art Fair; and **Sophia the Robot**. We invite you to join us as we explore the role of technology in driving gender equality through a creative and innovative lens, and celebrate the achievements of women in this sphere.

### Sponsorship Opportunities Available!

We invite your organisation to join us for this exciting event. There are a range of sponsorship opportunities and other ways to support. Please contact [Bernard.Lee@twfhk.org](mailto:Bernard.Lee@twfhk.org) for more information. If you are keen to join as an individual, mark the date and watch this space for updated registration details.

[Read More](#)

## PROGRAMME UPDATES

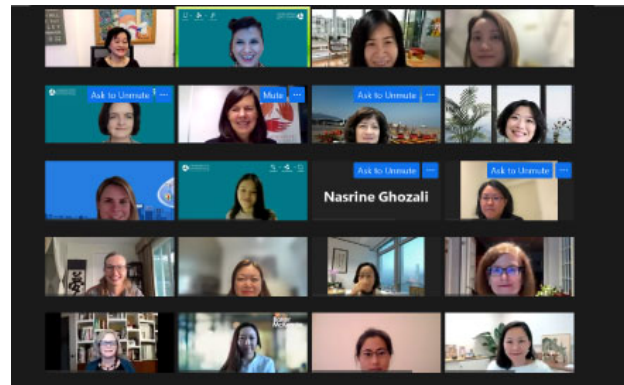


### Male Allies Events 101

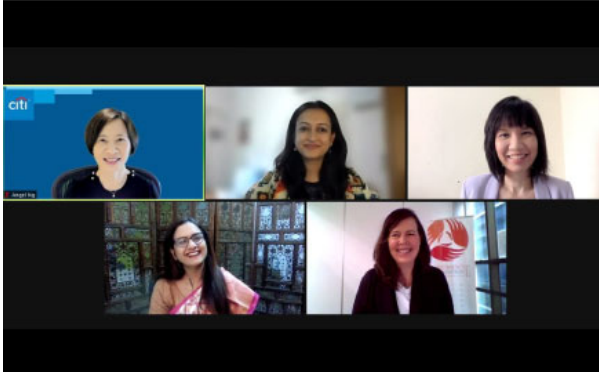
In the Focus Group session for the Male Allies Initiative, our allies Andre Da Roza | Allen & Overy, Jason Lui | BNP Paribas, Paul Clarke | BlackRock, and Raymond Leung | HAECO shared their experiences, challenges and best practices of organising internal Male Allies events. Among the many initiatives and ideas shared, our speakers discussed building internal influencer or listening circles, fireside chats, engaging senior leadership, and organising small vs large scale events. Thank you all for a great session!

### Boardroom Series: Meet the Director with May Tan

As part of the 30% Club Hong Kong and TWF Boardroom Series, in January we ran our first Meet the Director event for this cycle. We had the pleasure to host a highly accomplished member of our community, May Tan, and to hear her wealth of experiences. We are grateful to have her as our role model and source of inspiration. Thank you, May for your support.



## IN THE SPOTLIGHT



### TWF CEO Speaks on Citi Return-to-Work Panel

On January 24, TWF CEO Fiona Nott joined a panel discussion on return to work, organised by Citi. Alongside Angel Ng | Citi, Sher-Li Torrey | Mums@Work, Dr Saundarya Rajesh | Avatar Group, and moderated by Aditi Mahadevan | Citi, the speakers addressed challenges women face while trying to return to work, shared best practices to overcome these barriers, and explored what companies are doing to effectively support women on their transition back to working life.



### TWF CEO Speaks on SCMP Male Allyship Panel

TWF CEO Fiona Nott joined a panel discussion at SCMP Conversations: Towards An Inclusive & Diverse Workforce in Hong Kong moderated by Todd Bancroft | JP Morgan Chase. Fiona spoke alongside Paul Choi | HKEX and Olivia Wong | John Swire & Sons to discuss common misconceptions and practical examples for business leaders of today on how to build stronger male allyship in the office.

## GOVERNMENT SUBMISSION

### TWF Response to the Hong Kong Budget 2022-23 Public Consultation

Last month, TWF submitted our response to the 2022-23 Budget Public Consultation with the recommendation to increase funding in areas that are critical to address current challenges and inequalities that will not only support the women and girls of our city but bring benefits and opportunities to help Hong Kong prosper as a whole, including our economy.

Our recommendations focused on addressing sexual and domestic violence, greater support for women in poverty, strengthening eldercare services and caregiver support, increasing female workforce participation, tackling gender stereotypes, addressing the needs of vulnerable groups, and conducting city-wide research.

[Read Our Submission Here](#)

## GET INVOLVED



### 2022 Community Business Awards

TWF is pleased to be a supporting organisation of Community Business' new 2022 Community Business Awards. With 17 awards to choose from, don't miss this opportunity to showcase your commitment to building responsible leadership, tackling workplace inequality, ensuring employee wellbeing and promoting social inclusion. Submit your nominations by this Friday, February 11!

[Submit a Nomination Now!](#)

## MENTAL WELL-BEING

As the COVID-19 situation continues to evolve, TWF will be providing resources to support your mental and physical well-being. Be sure to check back each week for new tools and activities.

- [7 simple tips to tackle working from home](#) (NHS)
- [Remote learning advice for parents and carers](#) (NSW Department of Education)
- [Coping Calendar](#): 30 suggested actions to look after ourselves and each other ([Action For Happiness](#))

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## OPENINGS AT TWF

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### Assistant Events and Development Manager

TWF is seeking a full-time Assistant Events and Development Manager to join its rapidly growing and dynamic team to plan and manage the fundraising initiatives of TWF. Applications should be received by February 28, 2022.

[Apply now!](#)

### IWD Volunteer Needed!

We have a vacancy for a volunteer within our Development Team to support our upcoming International Women's Day Lunch on March 4, 2022. If you'd like to join us, please send a copy of your CV to [Lisa.Withey@twfhk.org](mailto:Lisa.Withey@twfhk.org).

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## ON OUR RADAR

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### The Good

- [Women on boards: Hong Kong firms under pressure to improve boardroom gender diversity as asset managers turn up the heat](#) (SCMP)

### The Challenging

- [‘A bed of nails’: China’s #MeToo accusers crushed by burden of proof and counterclaims](#) (SCMP)

### The Unexpected

- [Inclusive language risks ‘dehumanising women’, top researchers argue](#) (SMH)

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