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Debunking Queen Bee Syndrome



Dear TWF Friends,

There is an enduring trope about women being intentionally unsupportive to other women in the workplace. This often plays out as successful women excluding other female peers, treating junior women more harshly than junior men or staying isolated in order to reach a pinnacle of power. Popularly dubbed 'Queen Bee Syndrome', this harmful gender stereotype would have us believe that this phenomenon is a cause of gender inequality in the workplace and a key reason why there are still so few women in senior leadership and the C-suite.

On the surface, research would suggest a kernel of this stereotype may be true. The landmark 2004 study that vaulted the term 'Queen Bee Syndrome' into everyday vernacular examined the underrepresentation of women in academia by looking at doctoral candidates. Whilst they found no gender differences in work commitment or satisfaction, they found faculty members of all genders perceived female students as less committed. Female faculty members were the group that most strongly supported this perception. This study was replicated in other countries with similar results over the years and the original study was conducted again in 2020 with no change in results.

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UPCOMING EVENT



Gala Dinner 2023 – Save the Date!

We are excited to be hosting our in-person Gala Dinner sponsored by Title Sponsor, **Bloomberg**, on November 2, 2023, at The Ritz-Carlton Hong Kong. We hope you can mark this special occasion in your calendar. More details to follow!

For information on sponsorship opportunities, please

PROGRAMME UPDATES



Caregiving Policies Benchmark Findings Male Allies 2022-23



Male Allies: Caregiving Policies

At our last Deep Dive session, we unpacked the key findings from our TWF Caregiving Policies Benchmarking Survey. Participants were quite surprised by the conservative results, and shared how their organisations were reviewing parental leave and family care leave policies. They also discussed the challenges faced by new parents re-entering the workforce and brainstormed solutions to encourage greater uptake of caregiving leave policies.

Mentoring Programme: Case Study Diversity in Depth

On April 24, we hosted the Mentoring Programme Case Study Diversity in Depth. Our cohort had an engaging and informative workshop. The insights shared during the session helped our cohort re-examine the importance of diversity in the workplace. Many thanks to David Lee | HKU for his continued support of the Mentoring Programme and for delivering such a thought-provoking session.



IN THE SPOTLIGHT



TWF CEO Joins Deacons' Gender Equity Roundtable

On April 21, TWF CEO Fiona Nott joined a gender equity roundtable organised by Deacons, entitled "Embrace Equity – Equity isn't a nice-to-have, it's a must-have. A focus on gender equity needs to be part of every Firm's DNA". With framing by Lilian Chiang | Deacons, the event focused on the differences between equality and equity, the importance of adopting equitable practices, and the support and resources that help bolster gender equity efforts. Fiona, with HSBC's Susan Sayers and Deacon's partners Cynthia Chung and Taylor Hui, led an interactive discussion on these areas.

IN THE COMMUNITY



Sign Up for Gay Games Hong Kong Now!

TWF is thrilled to support one of the largest inclusive, community-based, multi-sport, and arts & culture events in the world this November - Gay Games Hong Kong 2023. The event will include an opening ceremony, over 20 sports (including mahjong and dragon boat), a festival village, arts and culture festival, and closing ceremony. Anyone over 18 years old is welcome to participate regardless of sexual orientation, gender identity, race or ability: Games for

ALL.

Sign up now and show your support for equity and inclusion by championing Asia's very first Gay Games! Please contact hello@gghk2023.com if you have any questions.

[Sign up here!](#)

ON OUR RADAR

The Good

- [City of neon lights: Meet the woman who is fighting to save Hong Kong's once-iconic neon signs \(AFP\)](#)

The Challenging

- [How Facebook and Instagram became marketplaces for child sex trafficking \(Guardian\)](#)

The Unexpected

- [She didn't have a Barbie with Down syndrome growing up. So she made one. \(The Washington Post\)](#)

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