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## Transgender Recognition and Visibility in Hong Kong

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Dear TWF Friends,

Yesterday marked the International Day Against Homophobia, Biphobia and Transphobia which recognises, supports and celebrates gender and sexual diversity, as well as draws attention to the discrimination, violence, and stigma faced by gender and sexual minorities. The challenges sexual and gender minorities face are diverse and complex. For today, we want to give attention to the transgender population in Hong Kong.

Transgender individuals are people whose personal identity and gender differs from what is typically associated with their assigned sex at birth, and this population faces numerous challenges in the city. Last year, CUHK published findings from the city's largest survey on transgender people to date. More than three-quarters of the respondents reported having faced rejection in different facets of their social life, and over half reported facing discrimination at least once over the previous year at work, in school, and when providing or receiving goods and services, among other areas.

Concerningly, discrimination is taking a toll -- 77% of respondents have contemplated suicide and well over one-third showing symptoms of depression and anxiety. Whilst local data is not available, overseas research indicates transgender people face much higher risk of intimate partner violence and sexual abuse over the course of their lifetime than individuals who are not transgender. News stories have covered workplace discrimination and sexual harassment, legal challenges around official identification, the denial of using changing rooms and difficulties around the use of public restrooms, among many other challenges and barriers in daily life.

[Read More](#)

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## PROGRAMME UPDATES

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**Leading Change: In Conversation with Angel Ng, Citi Global Wealth Asia Pacific Head and CEO for Hong Kong & Macau**



On April 27, we hosted our final event in the Leading Change Fireside Chat Series with Angel Ng | Citi. Interviewed by Hillary Fung | TWF, Angel shared her thoughts about key facets of effective leadership, the evolution of the financial services sector over the course of her career, and the importance of curiosity and keeping open mind at work and in the community. Thank you Angel for the insightful sharing!

In case you missed it, please find the recording [here](#).

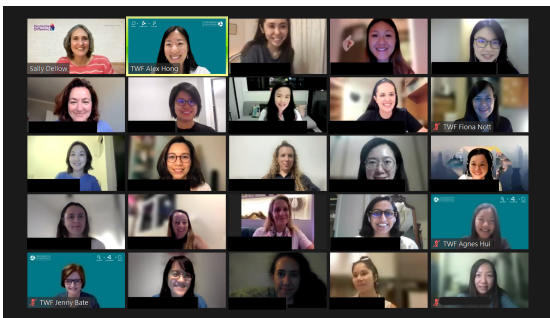
### Gender Equality & Inclusion Working Group: Building Inclusive Workplaces through Addressing Domestic Violence

Today, we held our third Gender Equality and Inclusion Working Group session for our Advocate level Corporate Partners on Building Inclusive Workplaces through Addressing Domestic Violence. We explored why addressing domestic violence matters for companies, the impacts and risks of not addressing it, and discussed current practices from local and overseas companies. The Group exchanged their ideas around how to further conversations and initiatives to progress this issue at the individual and leadership level.



### Gender Equality & Inclusion Working Group: Session Three – Building Inclusive Workplaces through Addressing Domestic Violence

May 2022



### Mentoring Programme: Effective Dialogue by Sally Dellow

Facilitated by Sally Dellow | Dramatic Difference, the fourth Leadership Curriculum session on Effective Dialogue was hosted on April 26. In the session, Sally shared toolkits and conducted interactive exercises including fishbowl demonstrations, forum theatre and pair practice to guide participants on having effective dialogues in their daily conversations. Thank you Sally for sharing your valuable knowledge and skills with us and all the participants for taking the time to join the session!

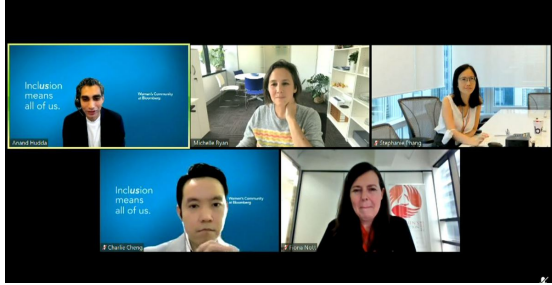
### Mentoring Programme: Peer Panel

One of the interactive components of the Inclusive Leadership Curriculum, the Peer Panel, was hosted on May 12. Three panellists, Caitlin Riordan, Audra Gordon and Renee Conklin, who are mentors from the current cohort, discussed the topic of “Reevaluation: How the pandemic has given us the opportunity to reevaluate how we work, feel and lead.” Thank you to all the panellists for sharing your insights and to the Organising Committee protégés, Janhavi Sutherland Shah, Julia Mayerhofer, Laura Westbrook (moderator), Sonya Saxena (moderator) and Suri (Surekshya) Khadka for your effort and time in developing this panel session.



## IN THE SPOTLIGHT

TWF CEO Speaks at Bloomberg APAC



## Inclusion Dialogue

A few weeks ago, TWF CEO Fiona Nott participated in Bloomberg's APAC Inclusion Dialogue on Gender Equity, a forum for Bloomberg leaders that aims to promote DEI and inclusive leadership practices. She spoke in conversation with Stephanie Phang | Bloomberg about the state of gender equality in the Asia Pacific region and TWF's work to address inequalities as well as shared best practices on creating a more inclusive, equitable workplace. The event also featured Professor Michelle Ryan | Australian National University in conversation with Anand Hudda | Bloomberg who provided key learnings and insights on how to close the gender gap at work.

## TWF CEO Speaks at MTR Online Event

On Monday, TWF CEO Fiona Nott participated in an event titled 'Strengthen Our Culture', hosted by MTR. Moderated by Vivian Chan | MTR and alongside Gill Meller | MTR and Paul Ho | EY & TWF Male Ally, speakers discussed the status of women in Hong Kong, the importance of male engagement in the work of gender equality, how to effectively set up women's networks to drive change and actions each person can take to progress gender equality.



## IN THE COMMUNITY

## 2022 Community Business Virtual Awards Ceremony

TWF is delighted to be a supporting organisation of Community Business' brand new 2022 Community Business Awards. The result for the 2022 Community Business Awards will be announced at the virtual Awards Ceremony sponsored by Citi on May 26. This event will feature an inspiring keynote speaker as well as exclusive entertainment from across the region. Be sure to mark your calendar and plan to get together with your teams to book your place at this inspiring and fun-filled event.

[Register 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.

- [8 Self-Care Tips for Parents Who Have No Time for Self-Care](#) (Gozen)
- [Get Your Mind Plan](#) (NHS)
- [How to Start Exercising and Stick to It](#) (HelpGuide)

## ON OUR RADAR

### The Good

- [Fortune 500 companies step up to appoint more women on boards](#) (The Business Journals)

## The Challenging

- [Nearly 40 per cent of Hong Kong secondary school students exposed to unwanted online sexual content or requests, survey shows \(SCMP\)](#)

## The Unexpected

- [Judge Strikes Down California Law Mandating Women on Boards \(WSJ\)](#)

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