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Unlocking Potential: Empowering Socio-Economic Diversity in the Workplace



Dear TWF Friends,

Employers in Hong Kong face a persistent talent shortage, with 3 out of 4 firms struggling to recruit skilled workers in 2024. Given women's low workforce participation rate at just 48%, we are a keen proponent of removing the barriers preventing women from joining the workforce as part of the solution to fill the talent gap. To do so, employers must create the right conditions for this diverse population to thrive. Whilst there has been an increased focus on the benefits of enabling equity and inclusion, these efforts have often overlooked a key dimension of diversity: socio-economic background.

Globally, people from lower socio-economic backgrounds face more obstacles and are less likely to succeed than those from higher income backgrounds. This type of disadvantage can equal that experienced by gender or race. Entrenched discrimination, lower educational achievement, traditional hiring practices and a lack of supportive professional networks are among the issues that converge to make it much more difficult for this group, which makes up more than half the working population, to reach their potential.

Here are three things employers can do to reduce bias due to socio-economic status:

1. Create inclusive recruitment processes: diversify where candidates are recruited from, review the inclusivity of the language used and the level of qualifications required (for example, are degrees genuinely needed to do the job).

2. Incorporate upskilling as part of career development: Hire for potential development into future needed roles. For example, McKinsey cites the example that a cashier has foundational skills that, with training, could lead to a sales management career pathway – which has higher pay and would meet market gaps.

3. Measure socio-economic diversity: Monitor socio-economic status in recruitment, retention and promotion alongside other targets in your organisation's wider DEI strategy.

[Read More](#)

UPCOMING EVENT



International Women's Day Lunch - Limited Spots Remaining!

Join us for our International Women's Day Lunch under the theme Curating Culture, Inspiring Change, sponsored by **Title Sponsor, the Financial Times** and **Associate Sponsor, Citi**.

From sports to the arts, our event will explore how women are reshaping Hong Kong's cultural fabric, creating a gender inclusive blueprint here and beyond.

Book your tickets or tables today by contacting Phoebe.Ho@twfhk.org or development@twfhk.org.

PROGRAMME UPDATES

Young Allies Programme: Workshop #2 Digging Deeper

On January 27, our Young Allies Programme hosted its second workshop facilitated by Dramatic Difference. A group of female guests were invited to have genuine dialogues with our Young Allies and their mentors who are our Male Allies Hong Kong. They explored the topic of 'Digging Deeper', examining personal foundations for power, influence, and privilege. The workshop drew upon our study of young men's masculinities in Hong Kong and our recent #BreakZeroSum campaign. The discussion was thought-provoking, and participants were engaging in the workshop. Huge thanks to MTR for hosting the workshop!



Step into STEM Scholarship: Insights Session

On February 2, we held our Step into STEM Scholarship insights session in collaboration with Morgan Stanley. There were over 70 students, teachers, and principals in attendance, providing them the opportunity to learn more about the scholarship and how it supports female students pursuing STEM-related undergraduate degrees. A few of our first cohort of scholarship recipients including Bonnie, Kelsey and Winnie interacted with the attendees by sharing their personal motivations for choosing a STEM degree and

providing valuable interview preparation tips.
Thank you so much to Morgan Stanley for hosting this event!

Male Allies: Intersectionality & Neurodiversity

In our third Influencer Circle on Intersectionality, we looked at the intersection of gender and neurodiversity in the workplace. In our group discussions, we reflected on our privilege and examined how current systems may disadvantage neurodiverse employees. Through best practice sharing, we discussed how to create more inclusive work cultures that support a wide range of intersectional identities. Thank you to IC Leads for facilitating these important conversations!



Session #2 – Language & Inclusive Culture Gender Equality & Inclusion Working Group 2023-24



Gender Equality and Inclusion Working Group: Language & Inclusive Culture

On January 25, we held a productive virtual session on language and inclusive culture as part of our third cycle of our Gender Equality & Inclusion Working Group, which brings together business leads, HR and DEI heads from our Advocate-level corporate partners to share learnings and exchange best practices.

Participants discussed the impact of language-related misunderstandings and biases as well as exchanged preventive and interventive solutions for individuals and companies. Given language is a cornerstone in how we interact with each other, creating a work environment that has inclusive language and communication practices is essential to building an inclusive culture.

IN THE COMMUNITY

Diversity List

The Diversity List is a publication by The Zubin Foundation featuring high-calibre, capable, and qualified individuals from the ethnic minority community, presented to the Hong Kong SAR Government, for representation on their Advisory and Statutory Bodies (ASBs).

Diversity List 2024 is looking for:

- ✓ Seasoned professionals
- ✓ Commitment to serve Hong Kong
- ✓ Demonstration of leadership qualities
- ✓ Inspirational role models
- ✓ Willingness to sit on HKSAR ASBs (if appointed)

Apply Now

Application Period:
5 Jan - 26 Feb 2024

Scan for more information
and application form



Applications Open for the Diversity List 2024

TWF is delighted to support The Diversity List, a publication by The Zubin Foundation presented to the Hong Kong SAR Government. It features a list of high-calibre, capable and qualified ethnic minorities who exhibit leadership qualities and a dedication to serving the community through government Advisory and Statutory Bodies (ASBs).

After a hiatus due to COVID-19, and with confirmation from the Chief Secretary of Hong Kong regarding their commitment to inclusivity in bringing ethnic minorities onto government committees, The Zubin Foundation has decided to relaunch the Diversity List, with Spencer Stuart's Hong Kong team as the Knowledge Partner.

An ideal candidate is someone who has demonstrated leadership skills and a commitment to serving Hong Kong.

For more information about eligibility, application process and timelines, please visit the [website](#). The application deadline is **February 26, 2024 (Monday)**.

[Submit your application here!](#)

2024 Community Business Awards: Nomination Extension

TWF is delighted to be a supporting organisation of the [2024 Community Business Awards](#), which celebrate DE&I and wellbeing practices in Asia.

Community Business have expanded to [23 awards](#) for the 2024 Awards in the following sub-categories: Creating Social Impact (a sub-category for community organisations and leaders), General DE&I, LGBT+ Inclusion, Wellbeing and India.

Due to feedback about the timing of the awards, coupled with Community Business' commitment to employee wellbeing, they are extending the nomination deadline to **Friday 3 May 2024**, with a view to announcing the winners in a ceremony in **September**. We encourage you to submit [nominations](#) for the Awards and showcase your efforts on DE&I and wellbeing in Asia.

[Nominate here!](#)



JOB OPENING

Assistant Manager / Manager, Pipeline Initiatives

TWF is seeking a full-time Assistant Manager / Manager to join its dynamic team. This is an exciting opportunity to contribute to efforts for a more gender inclusive workplace and contribute to a range of programmes making an impact across Hong Kong.

[Apply Now!](#)

ON OUR RADAR

The Good

- [Erotic 'Year of the Dragon 2024' calendar of Asian women challenges harmful 'dragon lady' stereotypes \(SCMP\)](#)

The Challenging

- [Inside the Taylor Swift deepfake scandal: 'It's men telling a powerful woman to get back in her box' \(Guardian\)](#)

The Unexpected

- [EU Agrees First Law Combatting Violence Against Women \(France 24\)](#)

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