



Women In Science and Engineering

DATE: 19 OCT 2019 (SAT) // TIME: 10:00-16:00
TU201, THE HONG KONG POLYTECHNIC UNIVERSITY

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CLP has been powering Hong Kong's development for over 100 years. We are committed to providing the energy, water & services that power the city's growth & progress.

SMARTER



ABOUT US

For over 140 years, the Institution of Engineering and Technology (IET) has been inspiring, informing and influencing the global engineering community, supporting technological innovations to meet the needs of society. With over 168,000 members worldwide, we serve international engineers from more than 150 countries, having Hong Kong as one of the major local networks. IET Hong Kong organises over a hundred events every year for local engineers.

Young Professional (YPs) are the future of our Institution. Younger Members Section (YMS), which was established in 1991, is the first young professional network of the IET outside the United Kingdom to organise various types of professional and career development activities to ensure YPs are supported throughout their career. The nowadays YMS has continued contributing the IET three i's (to inspire, inform, and influence) to YPs' and students' communities in Hong Kong and Macau, by annually organising over 60 technical and lifeskills events, reaching thousands participants. YMS also assists the IET and its Hong Kong branch in supporting international conferences, promoting STEM education to students, and enhancing social status of professional engineers in Hong Kong.



OUR CONFERENCE

In view of the low percentage of women in the science and engineering profession in Hong Kong, WISE Conference is at the forefront of the solution to provide a platform for joining all practitioners to tackle this industry-wide challenge.

Through one-day presentations and panel discussions on 19 October 2019, we aim at:

- enhancing the experience for women in science and engineering in Hong Kong and developing a meaningful community for women engineers/scientists;
- increasing the number of women choosing a career in science and engineering; and
- supporting those already in the industry to enable them to achieve their career goals.

After attending the conference, you will have more understandings on:

- How to work with women in your workplace
- How to increase the number of women entries in engineering industry
- How to live a better life as an engineer
- How companies sustain women career path

Come and enjoy the conference for the knowledge and for Gender Diversity to create a positive change and greater impact on our society.

Women In Science and Engineering Conference

DATE: 19 OCT 2019 (SAT) // TIME: 10:00-16:00

RUN-
DOWN

MORNING SESSION (10:00-12:30) // Venue: TU201, The Hong Kong Polytechnic University

10:00-10:25	Opening Ceremony
10:25-11:25	Seminar <i>(15 mins each)</i> Topic 1 – Gender Issues in Hong Kong <i>by Ms Niru Vishwanath, Equal Opportunities Officer of Ethnic Minorities Unit of Equal Opportunities Commission</i> Topic 2 – Hong Kong Human Resource Gender Issue <i>by Ms Noreen Dooner, APAC Head of Junior Talent at Bank of America Merrill Lynch</i> Topic 3 – Career Opportunities and Challenges for Women in Male-dominating Industry <i>by Ir Mandy Leung, Deputy Director – Substation Implementation of CLP Power Hong Kong Ltd.</i> Topic 4 – Opportunities and Challenges facing of Women at Management Level <i>by Ms Theresa Yeung, Director of Arup</i>
11:25-12:15	Panel Discussion
12:15-12:30	Closing of Morning Session

Topic 1 – Gender Issues in Hong Kong

10:25 – 10:40

Ms Niru Vishwanath, Equal Opportunities Officer of Ethnic Minorities Unit of Equal Opportunities Commission



Biography

Niru Vishwanath works in the Ethnic Minorities Unit of the Equal Opportunities Commission. She joined the Commission in August 2011 in the Corporate Communications and Training Unit and moved to the Ethnic Minorities Unit when it was set up in 2014.

Her background lies in marketing communications with many years spent in banking and advertising. She even spent some time teaching English as a foreign language. She was born and educated in India and has lived in other parts of the world in addition to Hong Kong.

Her work at the EOC includes policy and advocacy, training, outreach and community networking. She is deeply passionate about her role as it is meaningful, deeply rewarding and helps her connect with various strata of society, including the underprivileged.

Synopsis

While looking at gender issues in Hong Kong, one needs to look at the workplace and beyond. While women's participation in the workforce in Hong Kong is an impressive 50%, a closer look will show you that this figure is misleading. Women are underrepresented on boards, in the legislative council, in top management, in STEM fields among others. At the same time, some issues facing women go beyond the workplace such as sexual harassment which tends to affect women more than men. We cannot ignore the LGBT community when talking of gender and they face a whole host of barriers and social injustice. My presentation will try and give a snapshot of these major gender issues that we see in Hong Kong.

Topic 2 – Hong Kong Human Resource Gender Issue

10:40 – 10:55

Ms Noreen Dooner, APAC Head of Junior Talent at Bank of America Merrill Lynch



Biography

Noreen Dooner looks after the Junior Talent for all of APAC at Bank of America Merrill Lynch. Junior Talent comprises of the Employer Brand and Marketing, the recruitment and the Training and Development up to three years post-graduation. She has been with the bank almost three years. Noreen started her career at a huge multinational, AT&T. She then went back to grad school and afterwards joined a consulting company. She later made the switch to Investment Banking.

After several years in IB, she moved into Human Resources. Her career has taken her to EMEA and APAC and currently is based in Hong Kong.

Synopsis

The presentation will look to give insight to students applying to STEM roles within an investment bank. It will also look at some of the challenges at getting a diverse mix of applicants, whether that be gender or background. We will explore the perceived hurdles and perceptions that students have and discuss what is preventing them from applying. Tips on overcoming these fears will also be provided.

Topic 3 – Career Opportunities and Challenges for Women in Male-dominating Industry

10:55 – 11:10

Ir Mandy Leung, Deputy Director – Substation Implementation of CLP Power Hong Kong Ltd.



Biography

Ir Mandy Leung is the Deputy Director – Substation Implementation of CLP Power Hong Kong Ltd, responsible for managing transmission substation projects. Since joining the Company in 2001, she has held numerous positions of responsibility in areas of strategic planning and regulatory management including the long term power grid planning to support Hong Kong's development, electricity tariff planning and the formulation of environmental and renewable energy policies in close collaboration with the Government and most recently managing major transmission projects. With her experience in strategic management, high voltage engineering and stakeholder communications, Mandy plays a key role in the evolving energy market and environmental affairs in Hong Kong. Mandy is also devoted to nurturing young engineers and promoting gender diversity in our profession and was awarded the Young Engineer of the Year Award 2010 by the HKIE in recognition of her contributions to the profession and the community.

Synopsis

In recent years there has been a push for more women in male-dominating industries or professions. Is it worth the effort it takes to break into these fields? From the business perspective, it is an advantage without doubt that gender diversity could bring in a diversity of viewpoints so that it brings new ways of doing things, approaching problems and finding solutions, which in the end benefit everyone. With no country graduating enough professionals in the STEM fields to fulfill the market demand, there are very interesting opportunities for career growth for women, as least technically there are many available positions for STEM women. Yet, succeeding in male-dominated industries is not easy. This sharing aims to share speaker's views and learnings from her career development in the engineering field in Hong Kong, the obstacles women engineers need to overcome and challenges they continue to face.

Topic 4 – Opportunities and Challenges facing of Women at Management Level

11:10 – 11:25

Ms Theresa Yeung, Director of Arup



Biography

Theresa Yeung heads the East Asia region planning business of Arup, and is the Global Master Planning & Urban Design Skill Leader of Arup. Theresa is a visionary leader in urban planning and Smart Green Resilient (SGR) Masterplan. Theresa has established an unrivalled market reputation in the field of urban planning and sits on important statutory bodies playing a key role in the planning industry. Theresa currently serves as Member of the Antiquities Advisory Board, Member of the Corruption Prevention Advisory Committee (CPAC) of Independent

Commission Against Corruption, Board Member of Planners Registration Board, Council Member of the Hong Kong Institute of Planners, and Director of Professional Green Building Council.

Synopsis

Gender at work is always a topic and some sees certain gender will be in a less advantageous position when reaching to certain work level. While numerous researches have presented the differences and similarities faced by Women and Men at the various level of the work environment, Theresa would like to share, from a Women's perspective, how she sees the opportunities and challenges at management level in the firm; in the profession; in the family; her own self; and in the society, what support she gets from the firm; from the peer; and from the sub-ordinates, and how she tackles 360o challenges everyday.

AFTERNOON SESSION (14:00-16:00) // Interactive Workshop/Focus Group (Parallel Session)

VENUE
BC304

How to increase the number of women entries in industry

VENUE
BC303

How to live a better life as an engineer?

VENUE
BC301

How companies sustain women's career path?

14:00-14:25
(25 minutes)

Topic 1 – Introduction of STEM and AI Industry

Dr Wilton Fok
Assistant Dean (External Relations and Knowledge Exchange) of Faculty of Engineering of The University of Hong Kong

Topic 5 – Working Life in Mainland China

Mr K.S. Fong
Senior Professional Training and Development Manager of The Hong Kong and China Gas Company Limited

Topic 9 – STEM Education: A Global Perspective

Prof Allen Leung
Professor of Department of Education Studies of Hong Kong Baptist University

14:25-14:50
(25 minutes)

Topic 2 – Tips for Getting into Science and Engineering firm

Mr Kenny Chan
Senior People Manager of Arup

Topic 6 – Experience of Using Engineering Knowledge to Contribute to the World

Ir Edward Chan
Chairman of Engineers without Borders (Hong Kong)

Topic 10 – Ways to Create a More Diverse and Inclusive Workplace

Ms Olivia Wong
Head of Diversity and Inclusion Development of John Swire & Sons (H.K.) Ltd

14:50-15:10
(20 minutes)

Coffee Break

15:10-15:35
(25 minutes)

Topic 3 – Starting Career as Graduate Trainees/Engineers

Ms Lisa Zhong
Assistant Engineer of CLP Power Hong Kong Ltd.

Ms Rachel Wu
Engineer II of CLP Power Hong Kong Ltd.

Ms Chelsea Chan
Mechanical and Electrical Engineer of Electrical and Mechanical Services Department

Topic 7 – Work-life Balance for Family-Women

Ms Janice Lao
Director – Group Corporate Responsibility and Sustainability of The Hongkong & Shanghai Hotels, Ltd

Topic 11 – Recruitment Strategies to Retain and Re-attract Women in Science and Engineering Field

Ms Elaine Sum
Director at Bank of America Merrill Lynch

15:35-16:00
(25 minutes)

Topic 4 – Full Service Innovation Platform helps IoT Women Entrepreneurs in Hong Kong and Around the World

Mr Theodore Ma
Co-founder of CoCoon

Ms Erica Ma
Co-founder of CoCoon

Topic 8 – Tips to Achieve Gender Equality in Workplace

Ms Gladys So
Sustainability Manager of K11 Concepts Ltd

Mr David Jones
Director, Head of North Asia Global Markets Operational Technology at Bank of America Merrill Lynch

Topic 12 – Hot Topic in Gender Issue - LGBT+

Ms Benita Chick
Founder and CEO of Encompass HK

14:00-14:25

Topic 1: Introduction of STEM and AI Industry

BC304

Dr Wilton Fok, Assistant Dean (External Relations and Knowledge Exchange) of Faculty of Engineering of The University of Hong Kong



Biography

Dr Wilton Fok is the Assistant Dean (External Relations and Knowledge Exchange) of the Faculty of Engineering and the Director of the e-Learning Technology Development Laboratory of the University of Hong Kong.

Dr Fok is a former Chairman of the Electronics Division of the Hong Kong Institution of Engineers (HKIE). Currently, he is a HKIE Council Member and an Executive of the HKIE Executive Committee. Dr. Fok is also a member of the HKSAR Town Planning Board and a member of the Technology Training Committee of the HKSAR Education Bureau. Dr. Fok awarded a Bachelor in Engineering, a Master degree in Engineering and a Master degree in Environmental Management from the University of Hong Kong, a Master of Business Administration Degree from the University of Cambridge and a PhD degree from the Renmin University of China. He had also awarded the Best Teacher Award by the HKU Faculty of Engineering and the Leadership Bauhinia Award and the Young Engineer of the Year Award by the Hong Kong Institution of Engineers.

Synopsis

The latest trend of STEM education, and the current work in AI for education in Dr. Fok's Labs, will be introduced. A successful story of how a young graduate turned her graduation project in AI technology into an entrepreneurial business will be shared.

Topic 5: Working Life in Mainland China

BC303

Mr K.S. Fong, Senior Professional Training and Development Manager of The Hong Kong and China Gas Company Limited



Biography

Mr K.S. Fong is currently the Senior Professional Training and Development Manager of The Hong Kong and China Gas Company Limited (Towngas). He is responsible for the training in academic sector in Hong Kong and supporting the training in Mainland China for Towngas.

KS is a Chartered Engineer of the Institution of Gas Engineers & Managers and the Institution of Mechanical Engineers. He has the extensive experience working in Mainland China. During his career, he stationed in Wuhan and supported the gas business there. He also worked in Inner Mongolia to construct a chemical plant. Furthermore, he participated in the business development work throughout the Mainland China.

Synopsis

The aim of this talk is to share the working life in Mainland China. Many youngsters in Hong Kong are unwilling to work in mainland China as they are not familiar with the situation in mainland China especially on the quality of life and rule of law. The Bauhinia Foundation Research Centre commissioned the Chinese University's Hong Kong Institute of Asia-Pacific Studies to conduct a telephone poll aged 18 to 29 before. None of them had actual experience of working in the mainland. Experiences and practices from the Mainland China will be shared in the talk.

Topic 5: Overseas Engineer Experience Sharing - what is the difference between working in Hong Kong and in overseas? BC303

Ir Kitty Lee, Engineer of Arup



Biography

Ir Kitty Lee is a chartered environmental engineer with ten years' experience in implementing waste and water projects. She has worked on all stages throughout the project lifecycle from feasibility study, planning, to conceptual and detail designs across waste, water and wastewater sectors. The broad range of experience enables her to take a holistic approach to her work, particularly bringing sustainable and practical solutions to a wide range of clients.

Her areas of specialism include waste forecasting and formulation of waste management strategies. In 2018, she undertook a 10-month long term assignment in the Resource and Waste Management Team in Arup's Brisbane office to pursue in excelling her skills in waste management.

Synopsis

Traveling to other cities is undeniably one of the best way to explore the world and learn about other's culture. However, too often it is constrained by time and budget. Having overseas work opportunity becomes very appealing, as it is a win-win solution. On one hand, you get paid. On the other hand, through day to day interaction with colleagues, it can give a first-hand deep dive experience in the new culture for a longer period. Furthermore, it enables knowledge sharing, technical skills development, and friendship building. Kitty will share Arup's overseas program, the differences between working in Hong Kong and in overseas, her gains and takeaways for women in engineering.

Topic 9: STEM Education: A Global Perspective

BC301

Prof Allen Leung, Professor of Department of Education Studies of Hong Kong Baptist University



Biography

Prof Allen Leung obtained his PhD in Mathematics at University of Toronto, Canada. He is currently the Programme Director of PGDE, Department of Education Studies and Professor of Mathematics Education at Hong Kong Baptist University. Professor Leung's main research interests are Dynamic Geometry Environment, development of mathematics pedagogy using variation, tool-based mathematics task design, STEM Education, proof and argumentation in mathematics education and Lesson Study. He has published in major international

mathematics education journals, books, and conference proceedings. Professor Leung co-edited the Springer book "Digital Technologies in Designing Mathematics Education Tasks - Potential and Pitfalls (Mathematics Education in the Digital Era Book Series)".

Synopsis

The aim of this talk is to see STEM Education from a global perspective. Current practices of STEM Education in schools from selected parts of the world will be presented for contrast and comparison. The engineering aspect of STEM Education has long been neglected in school's STEM Education but there is a recent resurgence on the engineering process in designing school STEM tasks. What kind of engineering competency should be taught in school STEM Education? Is there a cross-disciplinary teaching and learning approach in STEM Education? These and other related questions will be raised and addressed in the talk.

14:25-14:50

Topic 2: Tips for Getting into Science and Engineering Firm

Mr Kenny Chan, Senior People Manager of Arup

BC304



Biography

Kenny Chan is a learning & development professional with a strong academic background and a range of consultancy and training experience gained across a diverse regional background in a wide range of industries and sector including engineering, financial services, apparel, consulting, properties and telecommunications, applying the full breath of human resources development knowledge to improve organizational performance. Kenny is an experienced trainer and facilitator and has supported many companies in delivering training, seminars and workshops. Kenny designed and delivered programmes in Hong Kong and abroad and has worked with internal & external clients to improve their training functions. He is an experienced practitioner of psychometric tools for various purposes including team building and personal growth.

Synopsis

The aim of this talk is to bust some myths and confirm some realities of acing an interview in Science and Engineering firm for graduates. Tips and strategies for landing a job in Science and Engineering firm from the other side of the table will be presented. What are the hiring attributes recruiters looking for? What to expect in an interview? How to answer questions? The recommended tactics are based on 10,000+ interviews and developed with job-seekers in mind. Looking for a job is hard work. Before rolling up sleeves and get going, come join us to get some helpful tips.

Topic 6: Experience of Using Engineering Knowledge to Contribute to the World

BC303

Ir Edward Chan, Chairman of Engineers without Borders (Hong Kong)



Biography

Ir Edward Chan is a registered professional engineer (Hong Kong), Chartered Engineer (UK) and practicing in the professional project management industry. Edward is an expert in building sustainability, studied in engineering, economics and built environment in Hong Kong and the UK. Edward is currently the Chairman of the Engineers Without Borders Hong Kong and also serving in public posts in green building, circular economy and recycling aspects. Edward is an Editorial Advisory Board member of the Journal of Humanitarian Engineering. Edward was one of the speakers in the Asia Pacific Humanitarian Leadership Conference 2019 in Australia and presented the EWB Global Citizenship Programme.

Synopsis

The impact of engineering on humanity is by no means straightforward. Most engineering projects bounded by the 3 pillars of project nature, which are time, cost and quality. The development of social justice evolves slowly over time, not necessarily in for-profit context but in community development context. To conceptualize the way engineers work with the communities from the outset of project for sustainable development, the community shall be treated as one of the key stakeholders of the project. The presentation will introduce the experience of using engineering knowledge to contribute to the community, and exemplified by some humanitarian engineering projects in Hong Kong and overseas. The EWB Global Citizenship Programme, designed for young persons and pro bono engineers that embraces awareness building, community service, appropriate technology, network building and capacity building, will also be introduced.

Topic 10: Ways to Create a More Diverse and Inclusive Workplace

**Ms Olivia Wong, Head of Diversity and Inclusion Development of
John Swire & Sons (H.K.) Ltd**

BC301



Biography

Olivia Wong is Head of Diversity & Inclusion Development at John Swire & Sons (H.K.) Ltd, a role that was newly created in August 2018. She is responsible for developing a coherent diversity and inclusion ("D&I") strategy and aligning D&I initiatives across the Swire Group. The strategy aims to create a more supportive and inclusive work environment for all staff. Swire is one of the first conglomerates in the region to pioneer a dedicated role in D&I within the organization.

Prior to taking up her current position, Olivia was Director HR & Administration at Swire Properties Ltd. Before that she was General Manager – Leadership Development at John Swire & Sons (H.K.) Ltd and Managing Director at Ethos International Ltd, with responsibility for recruiting and fostering talent for the Swire Group. She joined Cathay Pacific as management trainee in 1988, and had almost 20 years of broad management experience in Cathay Pacific in Hong Kong, South East Asia and Europe.

Olivia graduated with a Bachelor of Social Sciences degree from the University of California, Berkeley. She also has an MBA from the University of Michigan.

Olivia is a dedicated volunteer with Habitat for Humanity. She currently serves as the vice-chair on their board. She is also a qualified scuba diving instructor and a keen though average snowboarder.

Synopsis

There is clear statistically significant correlation between a more diverse leadership team and financial outperformance. According to the McKinsey Delivering Through Diversity report, companies in the top-quartile for gender diversity on executive teams were 21% more likely to outperform on profitability and 27% more likely to have superior value creation. And it's not just about gender. Companies in the top-quartile for ethnic/culture diversity in executive teams were 33% more likely to have industry-leading profitability. It's proven that an inclusive work culture not only ensure positive business outcome but also promote innovation and creativity, yet, the challenge is how to build such culture. There are some actions companies must do:

1. Commitment and focus from the top
2. Linking D&I initiatives with business strategy
3. Setting stretching and achievable goals
4. Getting the basics right with targets, reporting, and accountability
5. Reflect, resolve, and revolve

15:10-15:35

Topic 3: Starting Career as Graduate Trainees/Engineers

BC304

Ms Lisa Zhong, Assistant Engineer of CLP Power Hong Kong Ltd.**Ms Rachel Wu, Engineer II of CLP Power Hong Kong Ltd.****Ms Chelsea Chan, Mechanical and Electrical Engineer of Electrical and Mechanical Services Department****Biography**

Lisa Zhong is currently an Assistant Engineer in Power System Business Group of CLP Power HK Limited. She joined the Graduate Trainee Program of CLP Power in 2017 after she obtained her MSc in Control Systems at Imperial College London, the UK. Lisa gradually developed from a beginner to an electrical engineer after the two-year training. She now focuses on the projects about transmission plant maintenance and fault repair in power supply network. Her research on "Simplified MMC Simulation Model for Renewable Energy and HVDC Application" gained the First runner-up in IET Young Professionals Exhibition & Competition (YPEC) 2018.

Synopsis

CLP's Graduate Trainee Program is a 2-year-training with basic workshop training, on-job training and direct objective training. It is accredited to HKIE's training scheme. In this seminar, speaker will introduce the benefits of CLP's Graduate Trainee Program for fresh graduate and her acquisition during the training.

**Biography**

Rachel Wu obtained her Bachelor Degree in Mechanical Engineering and Master Degree in Building Services Engineering from Hong Kong University of Science and Technology and University of Hong Kong respectively. She is now working in CLP Power Hong Kong Limited as an Engineer and participating in project management of substation implementations. She is also the committee member of IMechE Hong Kong Branch Young Members Section.

Ms Wu joined a main contractor company as Assistant Mechanical Engineer since graduation and participated Scheme "A" training in mechanical engineering discipline. During the 24-month programme, she received extensive trainings on being a professional engineer in construction industry.

Synopsis

The Hong Kong Institution of Engineers (HKIE) provides a structured training scheme, the HKIE Scheme "A" Graduate Training (Scheme "A") for graduate in achieving the goal of becoming a professional engineer and provide a faster track for a graduate to obtain full HKIE professional status. Scheme "A" is intended to be "hands-on" and "learn-by-experience". It is based on the belief that this period is a natural progression in a trainee's education, putting theory into practice, and enhancing previous academic studies through the learning opportunities provided by real-life activities. In the seminar, speakers will share the training received in participating in Scheme "A" and their early development in company.

**Biography**

Chelsea Chan graduated from the Hong Kong Polytechnic University with Bachelor' degree in Mechanical Engineering. She obtained her Master degree in Building Services Engineering in the University of Hong Kong. After graduation, she worked as a mechanical engineer with 5 years of ACMV system design and coordination experiences in consultant firms, Mott MacDonald HK Limited and Aurecon HK Limited. Currently, she is an electrical and mechanical engineer in Electrical and Mechanical Services Department.

Her duties are ACMV calculations, equipment selection, layout co-ordination, design drawings preparation, tender documentation, energy simulation, sustainable design and coordination with relevant parties.

Synopsis

Transitioning from student to workforce presents surmountable challenges, which dedicated students overcome. Hard work is an ingredient in every recipe for success, but today's highly competitive work environment does not always account for obligations beyond the workplace. Graduates are likely to be influenced by many challenges. This seminar will answer these questions: What kinds of training would you receive to strengthen yourself? What you learn through your early development in company?

Topic 7: Work-life Balance for Family-Women

BC303

Ms Janice Lao, Director – Group Corporate Responsibility and Sustainability of The Hongkong & Shanghai Hotels, Ltd

**Biography**

Janice Lao is an environmental scientist and development economist, multi-awarded throughout her 15-year career, most recently listed in Forbes as one of the world's top female sustainability leaders and is the 2019 Edie Sustainability Leader of the Year Awardee. Throughout her international career, she has worked for world-renowned international think tanks and blue-chip multinational conglomerates in the transport, energy, extractive, FMCG, property and hospitality sectors. Her work has been highlighted by global organisations such as

Fortune's Change the World list in 2017.

Her expertise lies in embedding sustainability into businesses—ranging from sustainability management, successful identification and implementation of projects using green bond, M&A, and equity financing structures, as well as advising board members/senior management.

She has a masters and a diploma in business from the University of Oxford.

Synopsis

Do you wonder if women can really have it all? Is it possible to balance a thriving, purposeful career as a scientist and a wife and mum? In this session, hear Janice Lao, an internationally award winning environmental scientist, listed in Forbes as one of the world's top sustainability leaders, who studied at Oxford University and a mum of two young children, a 9 year old daughter and a 7 year old son on how to create a life of purpose and balance. Janice has worked for some of Hong Kong's blue chip companies. This talk will be different as Janice argues that "having it all" is not realistic and that we need to prioritise and redefine what this means for us. She will share about pregnancy, maternity leave, childcare, school applications and homework while moving up in her career.

Topic 11: Recruitment Strategies to Retain and Re-attract Women in Science and Engineering Field

BC301

Ms Elaine Sum, Director at Bank of America Merrill Lynch



Biography

Elaine Sum holds a Master's degree in Industrial and System Engineering from Hong Kong Polytechnic University. She joined Bank of America Merrill Lynch in HK since 2010.

She has worked in different roles in the Bank including Executive Support & Desktop Support Manager in Workspace Services and Head of Global Markets CTO Engagement Services.

Elaine is active member for 'Women in Technology and Operations' (WIT&O) which is an employee network in BofA.

Synopsis

The aim of this session is to discuss how to retain and re-attract women in Science and Engineering Field. Elaine will share the strategies how to promote diversity and inclusion in technology environment and the programs we have to develop our pipeline of qualified female talent.

15:35-16:00

Topic 4: Full Service Innovation Platform helps IoT Women Entrepreneurs in Hong Kong and Around the World

BC304

Mr Theodore Ma, Co-founder of CoCoon

Ms Erica Ma, Co-founder of CoCoon



Biography

After graduating from Stanford in 2004, Theodore Ma has been developing his family's jewelry retail network and wholesale business and extending them to the online world. More recently, he has founded CoCoon, which operates a vibrant co-working space and supports startups in Hong Kong.

In his capacity as MaBelle's Managing Director, Theodore designed and built an online fulfillment infrastructure and successfully integrated it into the group's 100+ stores in Hong Kong and China. Customers can now seamlessly purchase any piece of jewellery from an inventory of over 6000 styles online and pick up their goods offline in under 2 days.

Online sales and online induced in-store sales from these websites have increased by double-digit percentages consistently over the past 6 years. The jewelry e-commerce platforms now reach customers in over 76 countries and 400 cities internationally.

In 2012, Theodore co-founded Born to Fly with his family. This company runs CoCoon, an incubator for startups and an idea exchange platform that aims to reignite the entrepreneurial spirit in Hong Kong and to stimulate the creation of innovative jobs.

Theodore and his team, over the past 7 years, created one of the largest physical community of entrepreneurs with over 30K connections, 1200 CoCoon alumni and while hosting 150+ events annually. In particular, CoCoon hosts monthly Pitch Nights and various events to bridge established business owners and investors with up-and-coming entrepreneurs. Collectively, members raised over \$5.4 billion HKD (USD600M) in funding through investors and referrals they met at Pitch Night.

Encouraged by the success of CoCoon's startups, in 2016, Theodore and his partners launched CoCoon Ignite Ventures. With connected capital, CoCoon Ignite Venture invests in early stage entrepreneurs who have a unique vision of the new economy: transitioning from asset-based models to non-asset based, decentralized networks and business models.



Biography

Erica Ma is focused on finding people who share our vision and mission to build out the three pillars at CoCoon: Community, Education, Investments. People are the center of her everyday. Her job is to listen, learn and connect dots under a productive, innovative and disciplined culture.

Synopsis

CoCoon is a full service innovation platform that guides our members through the technology innovation process. CoCoon consolidates the most effective aspects of various innovation initiatives and consolidates them under one organization. This helps our members derisk their innovation journey, save time through the innovation process and organize the information around the innovation landscape. CoCoon ultimately envisions generation of pioneers leading the world towards a sustainable future.

Google for Startups, together with CoCoon, pioneers a one-stop landing program called 92 Express to help global entrepreneurs build hardware startups. 92 Express aims to empower startups with an express path to hardware innovation. Through a range of entrepreneurial engagements - from lab work, pitching, thought leadership sharing to investor roundtables - startups, businesses, investors and students connect and create value collaboratively. With global and local startups, this program aims to foster innovation exchange, development and diffusion for long term growth, as well as promote partnership with local communities.

Topic 8: Tips to Achieve Gender Equality in Workplace

BC303

Ms Gladys So, Sustainability Manager of K11 Concepts Ltd

Mr David Jones, Director, Head of North Asia Global Markets Operational Technology at Bank of America Merrill Lynch



Biography

Gladys So is a chartered engineer and sustainability manager with over 10 years' experience working in the built environment sector. She has strong capabilities to appreciate situations holistically, and solve problems in a pragmatic and innovative manner. Her experiences spans from developing, implementing and reporting sustainability strategies, through to leading design, construction and operations teams to achieve sustainability targets. Throughout her career in consulting, property developer and operator in Australia and Hong Kong, she will share her own experiences working in a male-dominated sector, plus the importance of being authentic, remain professional and building empathy with stakeholders.



Biography

David Jones obtained a Joint Bachelor of Science degree in Electronic Engineering and Computer Science from University Cardiff Wales, in the UK. He commenced his career in Electronic Engineering for machine control systems but soon moved to California to work for Microsoft as a computer engineer. After some years, he moved to work within the Financial industry for large Investment Banking corporations developing and leading teams for Electronic Trading. He is currently based in Hong Kong as a manager of technology teams in Asia Pacific that provide post trade clearing and settlement services for Bank of America.

Synopsis

There is a myth that men and women have different brain structure with distinct intrinsic abilities. The difference determines the way of thinking and behaviors. However, how far is it true in reality? In workplace, should we treat male and female differently? Through interactive discussion between Gladys and David, we will have more in-depth insights into different career paths and workplace experiences of both genders.

Topic 12: Hot Topic in Gender Issue – LGBT+

BC301

Ms Benita Chick, Founder and CEO of Encompass HK



Biography

Benita Chan has a background in community outreach and working in academia, NGOs and think-tank. She obtained her B.A. from Cornell University and M.A in Boston University. She founded a social enterprise in 2018 called Encompass HK to promote diversity and inclusion through advocating for Sustainable Development Goals (SDGs). Benita curates and guides an award-winning LGBT+ walking tour. She is now a Board Member at AIDS Concern Hong Kong, the Director of IDAHOT (International Day Against Homophobia, Transphobia and Biphobia) in Pink Alliance, a member of the admission committee in Li Po Chun United World College of Hong Kong and a radio host at a local online LGBT+ channel called "Bubble Air".

Synopsis

LGBT+ issues are part of global Sustainable Development Goals, in particular SDG 5 Gender Equality and SDG 10 Reduced Inequalities. The aim of this talk is to discuss LGBT+ issues in Hong Kong and its implication in the society. Current overview of LGBT+ rights, culture and its significance in Hong Kong will be discussed. With an increasing diverse workforce, it is imperative corporates and employers are equipped to understand this topic and LGBT+ clients and employees. How do we create an inclusive workplace? How does gender and LGBT+ issues affect workplace dynamics? These and other related questions will be raised and addressed in the talk.

CONTACT US

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HAECO's diversified portfolio of airframe, cabin, component and engine businesses has come together to operate as one global force.

Together, our businesses have one purpose:

to deliver best-in-class, integrated and innovative solutions for your aircraft engineering and maintenance needs.

Together, our businesses speak with one voice:

we put our customers first by delivering a comprehensive range of airframe, cabin, component and engine services that exceed expectations.

Together, we stand behind one identity: HAECO.

With a solid, 65-year reputation for resourcefulness, dependability, and performance-oriented staff, we have a common mission: engineering safe and enjoyable skies.

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As a firm working in more than 100 countries, Arup embraces equality, diversity and inclusion in all aspects and encourages talented people of any background to deliver quality work for our equally diverse clients. This enables us to continuously spark new ideas and come up with novel solutions, redefining possibilities in the built environment.

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