

# BCCT WOMEN IN BUSINESS VISION 2018

W O M E N



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B U S I N E S S

British Chamber of Commerce in Taipei



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of Commerce in Taipei

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## Women in Business (WiB) Vision 2018

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## Executive Summary

36 leaders from the BCCT membership came together on 26<sup>th</sup> February 2018 to discuss and share your passion for developing an effective and meaningful Women in Business programme through the BCCT. The British Office Deputy Representative Andy Pittam shared some of the goals and successes of the UK in Diversity and Gender equality before Stephanie Wu from the Chamber outlined successes from the history of the WiB programme from its beginnings in 2010 through 2017. Supported by Standard Chartered Bank we have run around 4 events every year with speakers and guests ranging from business leaders, Celebrity chefs, to the current President of Taiwan Tsai Ying-Wen. The programme has been very successful and over a thousand people have come through our events. Steven Parker then highlighted some of the plans from the Chamber for the next two years but in order to develop the programme we needed more input from the people who have the most to gain from the programme – you the user. The results of the discussion were both amazing and inspirational. The Programme is in good hands.

We asked you five questions:

1. What do you expect from Women in Business?
2. What do you think about the Current Activities?
3. What new activities should we be running?
4. How can my company get involved?
5. What resources can I offer?

From your answers we highlighted 7 key areas you wanted to focus on for Women in Business. These are the actions will begin to work on immediately.



### Define our Vision

- Survey our community and corporations to understand the real issues for Women in Business
- Create an overarching vision and then use that inform everything else we do

### Set up a Community

- Set up a new Women in Business Committee
- Set up a closed Facebook for the BCCT women's network

### Create opportunities for regular Networking

- Continue to do Speaker events and improve on this
- Create a new (Monthly?) social networking forum for Women – perhaps with

### Advocate on Women's issues in Taiwan

- Represent women's issues to Taiwan government

### Actively Promote what we do

- Create media awareness for Women's issues and our activities
- Promote what we do within our community and to our companies

### Educate Taiwan and ourselves

- Create a mentorship programme for women in Taiwan
- Engage speakers that can teach us what we want and need to know

### Support your WiB programme

- Get involved with events, committees, and activities
- Invite and investigate our companies and personal resources for great speakers and topics
- Engage our companies through funding and partnership for events

## Summary of answers to the questions raised

This is a summary of the answers you gave to the 5 questions we asked you. This is what informed the vision above.

### What do you expect from Women in Business?

- Implement a mentoring program for young women professionals
- Survey women in business to identify the themes for Women in Business
- Do lobbying to push for flexible working hours and a female friendly work environment in Taiwan
- Leverage international examples from companies that have best practices for women in the workplace and influence local Taiwan companies to adopt best practices
- Provide a platform for networking and events for women to share ideas
- Celebrate women in different walks of life, in different industries, in different career paths

### What do you think about the Current Activities?

- Luncheons and speakers are good,
  - More interaction needed
- BCCT has annual Better Business Awards – Diversity Award → can consider having a Best Company for Women in the Workforce
- Current networking opportunities are great for women to get together and meet women in different industries, companies, etc.

### What new activities should we be running?

- Speaker program for:
  - Different levels of career path
  - Different industries (for example: Sports, tech, science, work-life balance, support network, love, family)
- Have an official whitepaper to articulate issues affecting women and present to Taiwan government offering practical solutions
- Mentoring program and have coach/advisers to women for their careers development and growth
- Get society enthusiastic about this new movement via:
  - Social Media platforms
  - PR
  - Other Media
- Most importantly, think of a WiB vision and have all subsequent events, speakers, media, and forums to be consistent with the overarching vision



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### How can my company get involved?

- Share best practices from company
  - (i.e. SCB has five-month maternity leave program, which is the longest in Taiwan. Can share with other companies on how to implement this and also the TW government)
- Provide mentors
- Help with international speakers from headquarters
- Co-host and partner for events
- Sponsorship

### What resources can I offer?

- Time,
- Promote the awareness of WiB
- Funding
- Mentors
- Speakers



## Timeline of your Proposed Actions

**DO IT  
NOW**

### Immediate

- Set up WiB committee
- Set up closed FB group



### Short term

- Create and release Survey
- Define Vision based on Survey
- Set up Women's Mentoring Programme



### Monthly Activities

- WiB Networking
- Share News on Gender and Diversity



### Quartlery

- WiB Forums on Educational and topical issues
- International and local speakers

annually

### Annually

- Survey update
- White Paper of Issues

## Appendix A: Notes from 02/26/2018 WiB Brainstorming Session

### Table 1

What do we expect from WiB?

- Conduct a survey to understand (personality tree) core competencies & gaps & prioritize the needs (i.e. public speech etc.)
- Mentoring program (example: campus)
  - Young professional
- Clarify what are the key themes for WiB?
- Define the tools to address the gaps
- Speaker program- Outside the industry to share experiences – success and challenges and how women handling their difficulties
- Can be dependent on the industry specific topics
- Work life balance
- Topic depends on different levels of career pathway

### Table 2

Expect WiB?

- Lonely->Social gathering for female, can run one day forum (work, money, life)
- Need to define demographics and theme then target
  - Better environment for females working
  - Younger women?
- R.W: Two issues
  - Returning to work
  - Leadership
  - TW: lowest disparity in \$
- Companies share best practices

Current Activities

- Implement flexible working ->SOPs UK gov/company great examples
- Share w/ Taiwan officials and local companies. Returning to work ->Need flexible working
- Leverage international examples to local businesses, working examples
- White paper +survey->show to TW gov
- BCCT as a platform to bring to gov after bringing together ideas
- Now lots of narrative, but missing practical solutions
  - i.e. Goldman Sachs offered internship (regardless how long out of work) for females



- Forum of Practical Solutions
- Best award for company promoting female in workplace (i.e. flexible schedules, etc)
- How to get society be enthused about this momentum
  - i.e. media (need to be consistent like whitepaper)

Conclusion: vision -> action Need to articulate VISION

- Events \* PR should be consistent w/ vision
- All subsequent will follow
  - Create more accommodating environment for female leaders
  - Benchmark w/ global successful Women in Business programs
  - Champion advocates to influence government for law making
    - i.e. SCB 5 months maternity leave, how to influence gov
  - BCCT role to focus on WiB
  - Dialogue between private/public sector, etc.

### Table 3

What do you expect from WiB?

- Simple things to take back to your office \_\_\_\_
- Address current issues i.e. labor law
- Encourage women to go for their dreams

What do you think of the current activities?

- Panel discussion
- Q&A helpful
  - Yet: more interaction will be appreciated
  - Consist following-up will be appreciated, actions, sharing(?)

New Activities

- Students
  - Across chambers activities & supports
  - Coach/advisers to women for their careers development and growth
- Young leaders
  - Career centers in campus/universities
  - Overseas students exchange programs "young leaders"
  - Young talent summer camp
  - FB/Line group to share something important meaningful ->All

- Career women
  - Groups/societies – discussion/coach
  - Article/White paper
  - Invite UK Ambassador
  - A mentorship programme
  - Social activities -> fun/relaxed

How can my company get involved?

- Co-shared events/partnership
- Mentorship programs
- International speakers invitation
  - headquarters/ Grant Thornton?
  - Board members of CIECA 大同

What resources can I offer?

- Time, time, time
- Help promote the awareness of WiB (Ogilvy)
- Time/Funding
- Be a mentor

#### Table 4

- Wider Reach- Social Media
- Networking and events (small- medium) Platform – sharing knowledge/problem solving
- Best practice sharing/ success cases/talks
- Mentoring (maybe exchange programmes) exchanging resources/people
- Interest based events
  - Sports, tech, science, work-life balance, support network, love, family
  - Survey topics of interest \*
- TSOL- contribute workshops
- Celebrate Role, Promote Model
- HR/Business owner share challenges of women workplace