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BCI Asia's First-ever Virtual Equinox Closes with 400 Participants!

[Singapore-Malaysia]: Women leadership in the workplace and overcoming unconscious biases kickstarted the final day of BCI Asia's first-ever virtual Equinox. Ms Low Chee Yen, representative of Lean In Malaysia, gave comprehensive insights and examples that resonated with the audience—a lively virtual chat and Q&A ensued.

Kelly Tai, Senior Sales Manager of RotoFrank, with over 16 years of experience in architectural and construction solutions, especially in window and door hardware solutions, shed light on viable and comfortable ways to Green Living.

Today's sessions comprise 32 exhibitors and four experts. Details are as follows:

- Advancing Women in The Workplace by **Ms Low Chee Yen, Lean In Malaysia**
- European Window and Door Systems – the Comfortable Way to Green Living by **Ms Kelly Tai, Roto Frank Asia-Pacific Pte Ltd**
- Sustainable Innovation by **Mr Desmond Hor, DML Products Sdn Bhd**
- A Complete Rainwater System Solution by **Mr Umar Ashibli, Besstem Plastics**

BCI Asia's first-ever virtual Equinox for Singapore and Malaysia attracted hundreds of attendees from the region. BCI Asia will continue to work proactively and safely with building and design professionals to engage actively with the industry. Thank you to all who attended this three-day event and the sponsors for making this a success!

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Q&A SNAPSHOT OF WOMEN IN THE WORKPLACE

Question: Is there any research about the improve of overall productivity by including more female (or a more even distribution of both gender) in team in Malaysia?

Answer: Hi Kenny, yes you may refer to this report, by Khazanah Research Institute, especially section 2.1.3 http://www.krinstitute.org/assets/contentMS/img/template/editor/20181129_Part%202_KRI_SOH_2018.pdf "The greater overall benefits brought about by gender equality is very much likely to be true in Malaysia. Adopting the methodology of Aguirre et al. (2012), we find that raising women's employment level by, say, 30%—a shift that will narrow but not completely close gender gap in labour force participation—would raise Malaysia's GDP by around 7 to 12%."

Question: How do we start addressing this unconscious biased in our office? Especially by normal employees in non-leadership positions.

Answer: Try to use some of the strategies we spoke about, question certain bias assumptions, speak up for your colleagues, refer back to facts/share your rationale why you think there may be a different point of view for the situation/matter at hand. I believe it all starts with us individually, and then we can have conversations with our friends to raise awareness

Question: After bringing unconscious biases to the conscious, what can we do to overcome them?

Answer: If you have brought the unconscious bias to the conscious, that would have already been a wonderful first step. If it is your own unconscious bias, be more aware of how you respond and react the next time when similar situation arises. If it is your friends, have a conversation with the person and help him/her realise their unconscious bias

Question: Unconscious bias can also be built due to natural qualities of each gender, like how females are generally more nurturing (not all but most) and therefore naturally gravitate towards roles such as nursing & teaching. How do we ensure that this is also taken into consideration in this conversation?

Answer: Thanks D.W, i think bringing it into awareness would be a good first step, and I believe we have seen good nurses and teachers amongst men, so that perception that female are more nurturing may not be so true. It may also be helpful to start the conversation early with kids, to show images/figures that does not have gender biasness in professions

Question: What is your suggestion for females to maintain a balance between work and family?

Answer: Some strategies include getting your partner to share the home work load, have a clear understanding with the employer/supervisor on work deliverables and boundaries. In this time and age, employers likely measure performance output rather than how many hours you spend at work, do try to use that to carve out time for work and family and plan ahead, e.g set aside weekends for quality family time. One important thing which I practice is to shut off from work during certain time, e.g. dinner time, or Sunday, so that i can be fully present with the people or family i am with. Quality time is important, rather than just quantity. I'm constantly trying to balance too.

HEAR WHAT OUR ATTENDEES HAVE SAID ABOUT THE EVENT:



“The online platform is very useful and efficient as it gives an overview of companies and their new product range. The industry speakers were good and insightful too.”- **Mr Lim from MCC Singapore**



“This is a good initiative from BCI in the Covid situation. It opened up new opportunities and help us to look for new and special suppliers.”
- **Mr Shafiq from Architect Avenue Sdn Bhd**

About BCI Asia

The BCI construction media group is the leading provider of building and construction information across the Asia Pacific region with 20 offices across 9 countries and reporting on construction projects across 13 countries. Our service solutions are designed to bridge the information gap between design consultants seeking to specify products for their projects and suppliers seeking to inform them about building products and new construction technologies. In doing so, our dedicated team conduct more than 250,000 face-to-face and phone interviews with architects, developers, engineers and contractors every year, reporting on approximately US\$400 billion worth of projects. In addition to promote efficiency and transparency through our service solutions, we also offer publications that are designed to enrich, showcase and spark interests in all aspects of the construction landscape through FuturArc, Construction Plus Asia and other architectural books.

About Equinox

Started in 2017, BCI Equinox is a series of evening boutique exhibitions held across Asia, Australia and New Zealand. The event welcomed architects and design professionals with wine, canapés and cocktails, offering a relaxed and friendly environment conducive to networking and relationship building—a platform for industry professionals and product suppliers and manufactures to drive greater collaboration and new industry knowledge.

BCI Virtual Equinox Sponsors:

